

Health protection of employees

INTEGRA as an employer takes responsibility for the safety and health protection of its employees.

The employees are provided with rooms that are safe and in perfect condition.

Furthermore, the laws on health and safety at work serve to protect employees from overwork or injury to the personality.

Our values

Six core values have been at the heart of *INTEGRA* Biosciences since 1965, and are still an active part of our daily corporate culture. They are the key to our innovative strength and our team's contentment.



Passion

Passion includes determination, working towards common goals, and a personal commitment.



Entrepreneurial spirit

Entrepreneurial spirit means active awareness and contributing new ideas. We are hungry for innovation, and seek to develop something new and better for all of our customers.



Team spirit

Team spirit plays a key role for us, both internally and externally. We embrace collaboration with all of our partners – from local communities to international suppliers.



Excellence

Excellence is the prerequisite that allows us to develop great products. We continually push to maintain and improve our high quality.



Inspiration

As individuals, we evolve in an inspiring working environment that is conducive to new ideas, helping us to generate creative and smart innovations for our customers.



Integrity

Integrity means being open and honest with each other and the environment, as well as taking responsibility.

Our qualified employees are continuously trained, and the necessary knowledge is constantly expanded through education or training. The job-specific qualifications of each employee are verified before the employee begins work at the *INTEGRA* company.

1 Health and safety at work

Some of our work takes place in hazardous environments or production facilities. This requires special health and safety measures. We take every reasonable precaution to prevent injuries, occupational illnesses or health issues. In addition to these health aspects, every *integra* employee has the responsibility to reduce *Integra's* environmental footprint.

- *INTEGRA* follow all applicable health and safety laws and regulations and meet all relevant standards for hygiene, health and safety.
- *INTEGRA* continuously strive to improve safety performance by eliminating and reducing risks or by preventing the consequences of risks.
- *INTEGRA* us proper protective equipment and gear

INTEGRA has appropriate health and safety guidelines which are implemented by our human resources and the safety officer.

The local regulations are complied with and appropriate permits are obtained.

2 Adapted operating room with a feel-good character

The operating rooms at *INTEGRA* are constructed in accordance the local law. There is a protection against possible weather influences, air pollution and noise. The buildings and rooms are approved by the local authorities.

In cooperation with our insurance partner, we conduct health and safety audits at regular intervals.

The rooms are designed in such a way that the *INTEGRA* employees feel comfortable. Smoking is only permitted outdoors and in designated areas.

3 Workplace and Workload

INTEGRA uses many different possibilities and ways to protect its employees from stress and accidents.

- Before starting the job, the employee is informed about possible risks, the necessary protective equipment is provided
- Training and education are conducted on a regular basis and our safety officer is available to employees for questions and any uncertainties

A special focus is placed on the ergonomics of workplaces and work equipment (machines and equipment, seating furniture, furnishing workplaces with computer screens). This is to avoid excessive physical strain (use of physical strength, rigid postures to be adopted for long periods, repetitive movements). The workload is designed appropriately: neither too much nor too low, and the work can be done in a useful time.

The maximum working hours are regularly reviewed internally and appropriate measures are taken for the employees.

4 Protection of personality, harassment and mobbing

INTEGRA's management is responsible for ensuring equal rights and equal treatment for all employees, regardless of their ethnic origin, gender, age, disability, religion, nationality, sexual orientation, social background or political views.

INTEGRA management is adamantly committed to providing a work environment that is free from physical, sexual, mental and verbal abuse, threats, bullying, discrimination or any other form of mistreatment. To protect the health and personal integrity of employees, there is training for employees on the first day of work. There are also instructions regarding protection against sexual harassment or mobbing in the work environment.

5 Protection special risk groups

Alcohol and other addictive substances impair the health of those affected as well as their joint work. *INTEGRA* provides clear guidelines that prohibit the use of drugs and alcohol during working hours. Likewise, working under the influence of drugs or alcohol is also not permitted at *INTEGRA*. Furthermore, *INTEGRA* offers support in case of addiction.

Our very special protection is given to pregnant and breastfeeding women. During all stages of pregnancy and breastfeeding, the mother and the baby are protected. *INTEGRA* also encourages and supports employees returning to work after a long absence. For our young generation, *INTEGRA* offers various apprenticeships: [Apprenticeship | INTEGRA \(integra-biosciences.com\)](https://www.integra-biosciences.com).

Regardless of the age of our employees, the applicable regulations are complied with.

6 Prevention of occupational accidents and diseases

Prevention and health-promoting measures are important and decisive factors which INTEGRA supports in everyday working life. Various sports activities outside the office not only promote health, but also the team spirit within the *INTEGRA* company. Also, this year there is the possibility to participate in the Bike-to-Work Challenge [bike to work - The annual big Swiss bicycle event in May and June - bike to work](#) or during a skiing or hiking day.

7 Personal protective equipment

When it comes to preventing accidents and illnesses in the workplace, INTEGRA leaves nothing to chance and provides employees with the necessary protective equipment.

8 First aid equipment

Our first aid equipment is easily accessible and promptly available. For the event that an employee suffers an accident or health complaint, the first aid kit is ready for use at all times. The individual components of the equipment depend on the potential hazards associated with the particular area of activity and the company facilities.

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