

# Ensuring Employee Health and Well-being in the Workplace

**INTEGRA Biosciences** takes its responsibility as an employer seriously, ensuring the safety and health protection of its employees.

The company provides employees with well-maintained and safe working environments: The employees are provided with rooms that are safe and in perfect condition.

Additionally, in compliance with health and safety regulations, INTEGRA Biosciences protects its employees from overwork and potential harm to their well-being.

## 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 skilled and qualified employees undergo continuous training, with their knowledge constantly enhanced through education and professional development.

Before starting their work at **INTEGRA Biosciences**, each employee's job-specific qualifications are thoroughly verified.

## 1 Health and safety at work

Some of our work takes place in hazardous environments or production facilities, requiring special health and safety measures. We take every reasonable precaution to prevent injuries, occupational illnesses, or health issues. In addition to these health-related aspects, every **INTEGRA Biosciences** employee is also responsible for reducing the company's environmental footprint.

- **INTEGRA Biosciences** adheres to all applicable health and safety laws and regulations, meeting the relevant hygiene, health, and safety standards.
- We are committed to continuously improving our safety performance by eliminating and reducing risks or preventing the consequences of potential hazards.
- **INTEGRA Biosciences** ensures the use of proper protective equipment and gear.

We have established comprehensive health and safety guidelines, which are enforced by our human resources and safety officer.

Local regulations are fully complied with, and the necessary permits are obtained.

## 2 Adapted operating room with a feel-good character

The operating rooms at **INTEGRA Biosciences** are constructed in accordance with 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 Biosciences** employees feel comfortable.

Smoking is only permitted outdoors and in designated areas.

## 3 Workplace and Workload

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

- Before starting the job, employees are informed of possible risks and provided with the necessary protective equipment.
- Training and education are conducted on a regular basis and our safety officer is available to answer any questions or concerns employees may have.

Special attention is paid to the ergonomics of workstations and work equipment (machinery and equipment, seating, computer workstations). The aim is to avoid excessive physical strain (use of physical strength, rigid postures for long periods of time, repetitive movements). The workload is appropriate: neither too much nor too low, and the work can be done in a reasonable amount of time.

Maximum working hours are regularly reviewed internally and appropriate measures are taken for employees.

## 4 Protection of personality, harassment and mobbing

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

**INTEGRA Biosciences'** management is firmly 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, training is provided to employees on their first day of work. Instructions are also in place to protect against sexual harassment or bullying in the workplace.

## 5 Protection special risk groups

Alcohol and other addictive substances have a negative impact on an individual's health and ability to work effectively in the workplace. **INTEGRA Biosciences** has implemented a clear and comprehensive policy that strictly prohibits the use of drugs and alcohol during working hours. In addition, working while under the influence of drugs or alcohol is not permitted under any circumstances at **INTEGRA Biosciences**. The company is fully committed to supporting employees who may be struggling with addiction by providing support and resources to help them overcome these challenges.

Special attention and protection is given to pregnant and breastfeeding women. Throughout pregnancy and breastfeeding, both mother and baby are protected by comprehensive health and safety measures. **INTEGRA Biosciences** ensures that the workplace is adapted to meet the specific needs of expectant and nursing mothers, helping them to continue their work in a safe and supportive environment.

In addition, **INTEGRA Biosciences** actively supports employees returning to work after an extended period of absence due to illness or personal reasons. The company offers flexible arrangements and personalized support to ensure a smooth transition back to work.

For the younger generation, **INTEGRA Biosciences** offers a range of apprenticeships, enabling young people to gain valuable skills and experience in a professional environment. The company is committed to nurturing talent and supporting the development of the next generation of professionals. Find out more about apprenticeship opportunities here: [Apprenticeship | INTEGRA \(integra-biosciences.com\)](https://www.integra-biosciences.com/apprenticeship).

Regardless of the age of its employees, **INTEGRA Biosciences** ensures that all applicable laws and regulations regarding health, safety and employment standards are fully complied with. The company is committed to creating a work environment that prioritizes the well-being and development of all employees.

## 6 Prevention of occupational accidents and diseases

Prevention and health promotion are essential and critical factors that **INTEGRA Biosciences** actively supports in its everyday working environment. Recognizing the importance of maintaining physical and mental health, the company encourages employees to participate in a variety of sports and wellness activities outside of the office. These activities not only promote individual health, but also help to build team spirit within the company, fostering a positive and collaborative atmosphere.

As part of this commitment, **INTEGRA Biosciences** offers employees the opportunity to participate in the annual [bike to work](#) Challenge, a major Swiss cycling event held each year in May and June. This initiative encourages employees to commute to work by bike, helping to improve fitness levels while reducing their carbon footprint. In addition, employees are encouraged to take part in skiing and hiking days, which provide further opportunities to engage in outdoor physical activity while promoting social interaction and team cohesion.

By offering these health-related activities, **INTEGRA Biosciences** emphasizes its commitment to the well-being of its employees, not only in the workplace but also in their personal lives.

## 7 Personal protective equipment

**INTEGRA Biosciences** takes no chances when it comes to preventing accidents and illnesses in the workplace. The company is committed to ensuring the safety and health of its employees by providing all necessary protective equipment and ensuring that safety procedures are consistently followed. This proactive approach helps to minimize potential risks and creates a safe working environment where employees can focus on their tasks with peace of mind.

## 8 First aid equipment

Our first aid equipment is strategically placed in easily accessible locations and is immediately available in case of an emergency. If an employee suffers an accident or experiences a health complaint, the first aid kit is always ready for immediate use. The contents of the first aid kits are carefully tailored to address the specific risks and potential hazards associated with the particular work areas and the facilities of **INTEGRA Biosciences**. This ensures that the first aid equipment is equipped to handle a wide range of emergency situations, from minor injuries to more serious health concerns.

Additionally, the first aid equipment is regularly checked and replenished to ensure it is always fully stocked and up to date. The company places great emphasis on making sure that employees know the locations of first aid stations and are trained in basic first aid procedures, so that they can respond effectively in an emergency.

**INTEGRA Biosciences** takes its responsibility as an employer seriously and ensures that the safety and health of its employees is always guaranteed.

The company ensures that employees have access to well-maintained and safe workspaces and provides an environment that promotes both safety and efficiency.

In addition, INTEGRA Biosciences fully complies with all relevant health and safety legislation to protect employees from overwork and potential health risks. By implementing targeted workload management measures, the company ensures that employees are not exposed to undue stress, allowing them to maintain a healthy work-life balance.

## 9 Signature

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