

INTEGRA's Commitment and Engagement against Modern Slavery

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (United Kingdom) and sets out the steps that **INTEGRA Biosciences** has taken and is continuing to take to ensure that modern slavery and human trafficking are not taking place within our business operations or supply chain.

As a responsible business, **INTEGRA Biosciences** is committed to upholding the highest standards of integrity and fairness in every aspect of our operations. We take a strong stance against modern slavery and human trafficking, and we strive to ensure that our business activities are conducted in a way that respects the rights and dignity of individuals.

INTEGRA Biosciences is committed to provide reliable, high quality products which are safe and compliant with relevant regulations worldwide. This document confirms the measurement procedure used for the performance test of the stated device.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. **INTEGRA Biosciences** has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Similar Laws in Other Countries

While the Modern Slavery Act 2015 applies specifically to the United Kingdom, similar laws have been introduced in other countries, setting similar requirements for businesses. For example:

- **Australia:** The Modern Slavery Act 2018 requires companies with an annual revenue of more than 100 million AUD to report annually on the steps they are taking to combat modern slavery within their operations and supply chains. This report must outline actions taken to mitigate risks and improve transparency.
- **France:** The Loi de Vigilance (Duty of Vigilance Law), introduced in 2017, requires large companies (with 5,000 employees in France or 10,000 employees globally) to establish a **vigilance plan**. This plan must identify risks within their supply chains and subcontractors and outline measures for addressing and preventing these risks.
- **United States:** The Trafficking Victims Protection Act (TVPA), enacted in 2000, requires businesses to ensure compliance with human rights standards and take measures to prevent human trafficking within their supply chains. Additionally, the Federal Acquisition Regulation (FAR) prohibits U.S. government agencies from contracting with companies found to be involved in human trafficking.

These global efforts demonstrate a growing commitment by governments and companies alike to combat human trafficking and exploitation within supply chains.

Our Actions

- **Supply Chain Due Diligence:** INTEGRA Biosciences conducts thorough risk assessments to ensure compliance with ethical labor practices in our supply chain. We have implemented a [INTEGRA code of conduct](#), outlining our expectations regarding the prevention of modern slavery, which is part of our contract with all suppliers. Suppliers must confirm that their operations align with this policy.

Our **Quality Team** performs due diligence on critical and major suppliers before they are onboarded. This includes assessing regulatory compliance, financial stability, and conducting audits when necessary.

Key Points of review include:

1. Actions taken to eliminate modern slavery within their operations.
 2. Accountability for modern slavery within their own supply chains.
 3. Compliance with national wage laws (minimum wage or living wage).
 4. Right to terminate contracts if any modern slavery issues are identified.
- **Employee Awareness and Training:** We provide training and awareness programs for our employees to ensure they understand the signs of modern slavery and human trafficking and know how to report any concerns.

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

- **Regular Audits and Monitoring:** We carry out regular audits and assessments to monitor our suppliers and partners, ensuring that they uphold our high standards of ethical conduct and comply with all relevant laws.
- **Collaboration with Stakeholders:** We actively work with industry organizations and other stakeholders to share best practices, improve our approach, and contribute to the broader fight against modern slavery.

Continuous Improvement

INTEGRA Biosciences is committed to continuously improving our practices and policies related to modern slavery. We will review and update our approach regularly to adapt to evolving risks and to ensure that we remain vigilant in combating this issue.

Conclusion

INTEGRA Biosciences is resolute in its commitment to preventing modern slavery and human trafficking. We will continue to take the necessary steps to ensure that these practices are eradicated from our operations and supply chain, and we remain committed to creating a fair, transparent, and ethical business environment.

This statement has been approved by the Board of **INTEGRA Biosciences**.

Zizers, August 2025



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If you require further information or a more detailed explanation on a specific aspect, please do not hesitate to contact us!

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