



MODERN SLAVERY STATEMENT

CONMED is committed to improving our practices to combat slavery and human trafficking in our business and supply chains. We recognise that slavery and human trafficking is a profoundly serious issue in our society and we have zero tolerance for these practices anywhere in our business and supply chains.

COMPANY DESCRIPTION

CONMED is part of a global group and the top company in the group, CONMED Corporation, is listed on the New York Stock Exchange.

CONMED group is a medical technology business focused on the manufacture and sale of surgical devices and equipment for minimally invasive procedures. We offer thousands of products to providers across the healthcare continuum.

CONMED group operates from multiple locations across the world and has over 3,500 employees. The countries we operate in are detailed on our website: <https://www.conmed.com/en-US/Corporate-Footer/Locations>. All our direct employees are subject to CONMED HR policies and fair remuneration practices.

SUPPLY CHAINS

Our supply chains are based throughout the world and include suppliers of raw materials and components and distributors of our products.

CONMED produces many of its products in its own manufacturing facilities, located in the United States and Mexico, where CONMED ensures all employees are paid a fair wage and treated in accordance with its global policies (see below). Some products are supplied by third parties, mostly based in the United States.

Our suppliers are subject to contractual obligations to ensure compliance with the Fair Labor Standards Act and a Supplier Code of Conduct which incorporates obligations to ensure ethical and legal compliance (see Policy section below). Suppliers are expected to enforce the same standards in relation to any sub suppliers they contract with to fulfill obligations to CONMED.

We also have a specific policy to reduce the risk of conflict minerals in our supply chain, recognising the high levels of slavery, bondage, and peonage that are frequently associated with mineral mining in conflict zones (see Policy Section below).

We also published in 2022 a summary of our Environmental, Social and Governance efforts in a tear sheet available on our corporate web site: <https://www.conmed.com/en-US/Why-CONMED/ESG>.

POLICIES

CONMED has a number of policies to ensure its business is being conducted in an ethical and transparent manner, many of which are published on our website:

<https://www.conmed.com/en-US/Corporate-Footer/Policies>.

Key policies that incorporate anti-slavery and human trafficking measures include:

- **Human Rights & Labour Standards Policy** — aligned with the principles established within the Universal Declaration of Human Rights;
- **Code of Business Conduct and Ethics** — requiring all employees to do business in a way that is lawful and ethical, with a duty to report and violations;
- **Supplier Code of Conduct** — incorporate requirements to adhere to human rights labour and health and safety laws and a ban on child labour (under 16);
- **Conflict Minerals Policy** — to safeguard against use in our supply chain of conflict minerals involving the use of any form of forced labour;
- **Recruitment** — our recruitment process is very robust and includes checks on the work history, identity and Immigration status of those we recruit, ensuring we can identify any individuals who may be victims of human trafficking or being forced to work against their will;
- **Whistle blowing** — to support the duty we place on all employees to report any actual or suspected legal or ethical violations, we provide access to a confidential whistle blowing line, run by a third party provider, EthicsPoint.

DUE DILIGENCE AND MONITORING

CONMED understands that the risks of slavery and human trafficking may be higher in certain countries where we or our suppliers operate and that particular parts of the supply chain may be exposed to specific risks, such as raw mineral extraction, as covered in our Conflict Minerals Policy.

We ensure due diligence is conducted on all prospective suppliers and assessed by our Quality Team before allowing them to become an appointed supplier. This due diligence includes, but is not limited to, assessing that the supplier has the required regulatory licenses and certificates, compliance with regulatory bodies and financial checks to determine the stability of the supplier.

CONMED operates a Supplier Relationship Management process that involves regular monitoring and review of suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our organisation's slavery and human trafficking statement for the current fiscal year ending 31st December 2022.



Daniel S. Jonas *Director*
— 9th June 2023