Cordica Medical Modern Slavery & Human Trafficking Statement

This statement is made pursuant to s.54 of the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act, Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and shares the steps that Cordica Medical has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labor. Cordica Medical 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.

Our Business

Cordica is a specialty healthcare manufacturer strategically partnering with our customers in the medical, dental, and other specialty end markets. We employ over 3,000 team members and have nineteen facilities in three countries. We work with a large number of suppliers to provide raw materials, goods, and services needed to create our diverse portfolio of specialty products. For more information about Cordica Medical visit www.cordicamedical.com.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Governance & Leadership**. Human rights concerns are jointly managed by the Human Resources and Supply Chain corporate functions in close collaboration with our operating locations. These functions are fully supported by the Executive Leadership Team and Board of Directors to promote respect and accountability for human rights throughout the company and supply chain.
2. **Recruitment policy**. We operate a robust recruitment policy, including conducting eligibility to work for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. **Whistleblowing policy**. We operate a whistleblowing policy so that all employees know that they can raise concerns about how team members are being treated, or practices within our business or supply chain, without fear of reprisals.
4. **Code of business conduct**. This code explains the manner in which we behave as an organization and how we expect our employees and suppliers to act.

Our Suppliers

Cordica Medical operates a supplier policy and maintains an approved supplier list. We conduct due diligence on all suppliers before allowing them to become an approved supplier. This due diligence includes an online search to ensure that organization has never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They treat their employees with dignity and respect in line with domestic and international humanitarian law and prohibit any physical abuse or discipline and threats thereof and prohibits sexual harassment or verbal abuse or any other form of intimidation.
2. There is no recruitment of child labor.
3. There is no discrimination in respect of employment or any occupation and will not deny access to training, promotion, termination, or retirement based on race, national origin, religion, age, disability, gender, HIV/AIDS status, marital status, sexual orientation, union membership or political affiliation.

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval For This Statement

This statement was approved by Cordica Medical for the 2026 and 2027 fiscal years on April 30, 2026.

By: Mattea McCann, Corporate Director of Human Resources