



Modern Slavery Act Statement For the Year Ended 31 December 2021

This slavery and human trafficking statement is issued by Integra Neurosciences Limited, a subsidiary of Integra LifeSciences Corporation (“Integra”), pursuant to Section 54 of the Modern Slavery Act 2015. It identifies actions taken to ensure that slavery and human trafficking are not present in our business or direct supply chain.

About Integra

Integra is a global leader in regenerative technologies and neurosurgical solutions dedicated to limiting uncertainty for clinicians, so they can focus on providing the best patient care. Integra makes life-saving and life-enhancing products that help millions of people around the world. Our 4,500 colleagues contribute to improving our environment, maintaining the health and safety of our colleagues, promoting diversity and inclusion in our culture, giving back to our communities, and complying with regulatory and government standards. We abide by a strong ethical code of conduct that guides our business and inspires us to do well by doing good for patients, our colleagues, our customers and our shareholders every day. Reference to Integra in this statement is intended to include Integra and all of its affiliates, including Integra Neurosciences Limited.

Our Approach to Combatting Human Slavery

We believe combatting modern slavery and human trafficking begins with a strong corporate culture, aligned around respect for all human rights.

- **Employee’s Standards of Business Conduct and Ethics**

At Integra, our culture is built upon our Standards of Business Conduct and Ethics (the “Code of Conduct”). In the Code of Conduct, we promise our customers to limit uncertainty and we commit to adhere to the Integra Values – Integrity, Our People, Teamwork, Excellence, Decisiveness, and Embracing Change. On an annual basis, each Integra employee is required to review the Code of Conduct and certify that he/she has read it. This process was most recently completed in January 2021 and the next certification will be completed during the 3rd quarter of 2022. Importantly, the Code of Conduct details the process which can be used if any employee becomes aware of any violation of the Code of Conduct, including through a hotline on an anonymous basis. Retaliation is explicitly prohibited.

Proper conduct means compliance with both the spirit and the letter of the law, as well as adopting high standards of business and personal ethics. In our dealings, whether with customers, suppliers, shareholders, colleagues or governmental agencies, we live by this principle. Embedded in our Code of Conduct is the fundamental principle that we treat our employees and all other persons with respect



and correctly under the law. ***Fundamental to Integra's core values is the consistent and unwavering respect for human rights of all people across the globe.*** Integra believes that the fair treatment of employees and other persons is an important part of its vision and goals. Integra expects its employees to treat others with respect, in compliance with local labor and employment laws, including laws relating to wages, hours and benefits, communicating with management, and peaceful assemble. Integra is committed to providing equal employment opportunities to all qualified applicants and employees. Significantly, the Code of Conduct states:

Integra prohibits forced, bonded or indentured labor and human trafficking, underage workers, inhumane treatment, harassment or discrimination in its facilities and in its supply chain.

- **Our Supply Chain and Business Partner Code of Conduct**

We extend our culture of support for human dignity to the business partners who form our supply chains. To promote engaging only with reputable business partners, Integra maintains a Code of Conduct for Business Partners (the "Business Partner Code of Conduct"). This code of conduct is on the Integra website and applies to all individuals and organizations that are suppliers to or third-party intermediaries for Integra. It establishes minimum requirements and expectations for the conduct of Integra's business partners, and Integra encourages its partners to establish stricter or more extensive requirements where appropriate. Among those critical expectations are the following:

- Integra expects business partners to treat their employees and Integra's employees with respect and maintain a healthy and safe workplace free from harassment, discrimination, intimidation, and retaliation. Business partners must comply with all applicable employment laws and regulations, including, but not limited to, statutes that prohibit discrimination in the workplace.
- ***Integra does not tolerate any form of exploitative child labor.*** Business partners must comply with all applicable local labor and employment laws regarding the employment of minors.
- ***Integra will not tolerate any forms of slavery, servitude, forced labor and human trafficking, and business partners must not engage in any practice that constitutes any form of modern slavery.***
- Business partners must maintain labor standards including conditions, wages, and overtime wage practices that comply with the laws in the locations in which they operate. Business partners must not require their employees to exceed maximum hours of work prescribed by law.
- Business partners must maintain a workplace that is free from discrimination and harassment based on race, color, creed, religion, sex, age, disability, national origin, ancestry, citizenship, marital status,



veteran status, sexual orientation, gender identity or expression, or any other status protected under applicable laws.

As part of our routine risk-management process, Integra has identified the suppliers in those high-risks countries where exploitative child labor practices have a greater potential of occurring.

In addition to the Business Partner Code of Conduct, Integra also, in the interest of advancing human rights, complies with Conflict Minerals reporting requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires U.S. public companies to conduct due diligence regarding the origin, source, and chain of custody of any conflict minerals utilized in its products, and to annually report on such due diligence activities.

Next Steps

Integra maintains a global compliance program to support our business in complying with laws and regulations. Within the next 12-month period, we will continue to develop our process for contacting the suppliers in the high-risk regions we have identified to reinforce Integra's position on this issue and receive written assurance that such practices are not occurring and that the suppliers agree to comply with the Business Partner Code of Conduct. In addition to the steps reflected above, we will continue to examine our practices, and those of our business partners, in combatting modern slavery and human trafficking in an effort to continuously improve in this area.

- **Approval of the Board of Integra Neurosciences Limited**

This policy has been reviewed and approved by the directors to the Board of Integra Neurosciences Limited and was electronically signed as of the dates noted below.

Jeff Mosebrook, Director



Date: 05/13/2022