

This report is submitted by **Integra LifeSciences Corporation**, a U.S. corporation and publicly traded under Integra LifeSciences Holdings, NASDAQ; “IART” (“ILS Corp”) and **Integra ULC Canada**, a Canada corporation and subsidiary of ILS Corp (collectively ILS Corp and Integra Canada is referred to as “Integra”), pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”). This report identifies actions taken to ensure that forced labor and child labor are not present in our business and direct supply chain. While Integra does not technically meet the thresholds to report under the Act, Integra is committed to preventing and mitigating all risks associate with forced labor and child labor and this report illustrates our corporate commitment.

About Integra: Integra is a global leader in regenerative technologies and surgical solutions. Integra’s purpose is restoring patients’ lives through technologies that transform surgical, neurologic and regenerative care; our mission is to innovate treatment pathways to advance patient outcomes and set new standards of care; our work matters to colleagues, customers and communities—and delivers compelling shareholder value. Our vision is to be the first choice of clinicians and healthcare systems. Together, we heal brain and body, improving the lives of patients around the world. Today, Integra has more than \$1.6 billion in global revenue, with market-leading brands sold in 120 countries. Our 4,300 employees come to work each day inspired to make a difference in patients’ lives. From quality specialists to our sales team to cleanroom operators, our colleagues are motivated by the same shared goal: to restore countless lives through their work and support. We invest in our team members’ growth personally and professionally so that they can bring the best of themselves to their work and those we serve. 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. See [Integra LifeSciences](#)

Our Organization: Our approach to combatting forced labor and child labor begins with a strong corporate culture, aligned around respect for all human rights. At Integra, our culture is built upon our Standards of Business Conduct and Ethics (“Code of Conduct”). In the Code of Conduct, 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. 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 fair 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 (see [Integra Life 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 forced labor or 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 or forced 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.



Zachary Rouhas
Global Head of ESG

I certify & attest the above information is complete and correct to the best of my knowledge and understanding.



Paul Zawarynski
General Manager

I certify & attest the above information is complete and correct to the best of my knowledge and understanding.