

Modern Slavery Statement

Laborie's Business and Supply Chain

LMT Group Holdings Corp., with its subsidiaries ("Laborie"), is a world-class specialist medical device company making and advancing technologies that preserve and restore human dignity. Laborie is committed to acting ethically and in compliance with all applicable laws. We support this commitment through our robust global compliance program. The primary purpose of our compliance program is to support our culture of integrity and to detect and prevent violations of laws, regulations, and company policies, considering and tailoring the program to our unique business requirements. Laborie is committed to transforming our world through principled business by being a signatory to the [United Nations Global Compact](#) and making progress against its ten principles.

Laborie is headquartered in Portsmouth, New Hampshire, US and sells its products globally, including in the United Kingdom. Laborie is a global medical technology company specializing in Gastroenterology, Urology & Urogynecology, and Obstetrics, Gynecology & Neonatal. We manufacture and deliver high quality, high impact diagnostic and therapeutic products that help clinicians and hospitals improve patient outcomes through progressive technology and best practice. Clinicians and hospitals look to us as the market-leading experts in our areas of specialty, and we support our products with a Clinical Education & Information Program.

Laborie's 2023 revenue was approximately US\$360 Million. Laborie has over 1000 employees in 17 countries, including 8 manufacturing and distribution centers. The company uses over 400 suppliers around the world.

Risks and Actions Taken Related to Slavery and Human Trafficking

Laborie has a zero-tolerance approach to modern slavery and human trafficking and is fully committed to preventing modern slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery risks, as outlined in this statement. This statement sets out the actions that we have taken to understand potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2023.

Risks

A risk assessment identified Laborie's supply chain as its main risk area related to modern slavery. Accordingly, the company has implemented policies and procedures to mitigate those risks, including:

- Whistleblower Policy – Laborie has a [whistleblower hotline](#) available to all. Anyone can report actual or suspected misconduct anonymously and without fear of retaliations. Employees, customers, and suppliers are encouraged to report any suspicion of slavery or human trafficking.

- [Laborie Code of Conduct & Ethics](#) – Our code of conduct emphasizes that employees and business partners adhere to Laborie’s commitment to legal and ethical operations by stating the actions and behavior expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behavior in all that we do, including managing our supply chain.
- [Supplier Code of Conduct](#) – Laborie requires all suppliers to operate under Laborie’s Supplier Code of Conduct, which includes commitments not to engage in any activities that may constitute modern slavery or human trafficking. These commitments are further confirmed by contract provisions.

Due Diligence

Laborie conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals under its supplier management procedures. This includes:

- Assessing risks in the provision of particular services.
- Auditing the suppliers, and their health and safety standards, labor relations and employee contracts, and other areas.
- Requiring improvements to substandard employment practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

Laborie requires all suppliers to attest:

- They do not use any form of forced, compulsory or slave labor.
- Their employment practices comply with child labor provisions of the International Labour Organisation (ILO).
- That employees be treated with dignity and respect and the suppliers do not use any type of coercion or harassment in employment practices.
- They do not discriminate in employment practices; and
- Employees are provided safe and healthy work environments.

Awareness and Training

Laborie has raised awareness of modern slavery and human trafficking risks and its commitment to combat those risks through its Code of Conduct & Ethics, Supplier Code of Conduct, contract provisions, training for employees and suppliers and its supplier management procedures.

These efforts will continue into the future as we strive to mitigate the risks Laborie faces in these areas and to uphold its commitment to doing business legally, ethically, and compliantly.

Assessing Effectiveness of Actions

Laborie’s primary tool for assessing the effectiveness of its actions directed to mitigate modern slavery, human trafficking and other risks in its supply chain is its supplier management program and associated procedures. The Quality team is primarily responsible for managing that program with support from the Supply Chain, Legal & Compliance and Operations teams. Other teams provide support as needed. The Quality team sets annual supplier auditing targets. If audits identify concerns, the supplier corrective action portion of the program is triggered to eliminate or mitigate the concern. The results of supplier audits and corrective action completion rates are reported to the Laborie Executive Leadership Team quarterly. No incidents related to modern slavery or human trafficking have been identified with Laborie’s suppliers in 2023.

This statement covers 2024 and has been approved by the board.