

**CORDIS MEDICAL UK LIMITED**

**No. 13333625**

Written Resolutions of the Director(s)

We, the undersigned, being all the directors of the company:

Publication of the UK Modern Slavery Act 2015 Statement


Acknowledge that:

- the United Kingdom passed The Modern Slavery Act 2015, which is a legislation with extraterritorial effect that applies to commercial organizations wherever incorporated or formed, if they carry on business in any part of the UK and meet the annual turnover threshold;
- section 54 of the Act imposes a duty on UK based businesses to make transparent the action they have taken to ensure their own business and their supply chains are free of modern slavery, and the effectiveness of those actions;
- organizations must publish a slavery and human trafficking statement which is a statement of the steps the organization took during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains; and in any part of its own business;
- the Company will make a dual joint publication alongside its affiliate company Cordis US Corp. as part of its own similar obligation under the California Transparency in Supply Chains Act 2010.


Resolve that:

- the Company adopts and publishes the UK Modern Slavery Act 2015 Statement in the form attached as Annex 1 hereto.

Dated: July 26, 2023

  
Electronically signed by:  
Pieter Dewandeleer  
Reason: Approved  
Date: Jul 27, 2023 08:25  
GMT+2

Pieter Dewandeleer

  
Electronically signed by:  
Ross Wentworth  
Reason: Approved  
Date: Jul 27, 2023 07:41  
GMT+1

William Wentworth

## Annex 1



## **UK MODERN SLAVERY ACT AND CALIFORNIA TRANSPARENCY IN SUPPLY CHAIN ACT STATEMENT**

**July 1<sup>st</sup> 2022**

### **Introduction**

Disclosure Requirements under the UK Modern Slavery Act 2015 and California Transparency in Supply Chains Act 2010 for the fiscal year ended June 30th 2022 (“FY22”) for Cordis US Corp, Cordis Medical UK (together with its subsidiaries, “Cordis” or the “Company”). Cordis is a global leader in cardiovascular and endovascular solutions.

### **UK Modern Slavery Act 2015 (“UK ACT”)**

This statement is made pursuant to Section 54, Part 6 of the UK Act and sets out the steps that Cordis is taking to ensure that slavery and human trafficking is not taking place in its supply chains or any parts of its business.

### **California Transparency In Supply Chains Act 2010 (SB 657) (“CALIFORNIA ACT”)**

Under the California Act, companies of a certain size doing business in the State of California are obligated to disclose their efforts to eradicate slavery and human trafficking from their direct product supply chains for the goods they offer for sale.

### **Cordis Structure and Business and Supply Chains**

Cordis Medical UK is an affiliate of Cordis US Corp., a global leader in cardiovascular and endovascular solutions headquartered in Miami Lakes, Florida, USA. Cordis provides product solutions for hospitals and physician offices through a broad portfolio of products. During FY22, Cordis has continued its transition from the Cardinal Health affiliate companies towards a truly stand-alone organization.

Cordis manufactures, sources, and distributes Cordis and non-Cordis branded medical and surgical devices, which are sold in North America, South America, Europe, Asia, Africa and the Middle East. As a multinational business, we work with a large and diverse group of suppliers, distributors, and manufacturers to support the development and distribution of our products worldwide.

### **Policies and Contractual Controls**

Cordis is committed to respecting and promoting human rights and the fair and equitable treatment of all people in all Cordis locations, operating companies and business operations. Our processes for managing human right risks are embedded across our business, including our HR policies, ethics and integrity program, third party suppliers and distributors onboarding policies and more.

*Global Human Rights and Labor Standards.* Our Global Human Rights and Labor Standards Policy establishes requirements for global conduct related to human rights and labor standards, including towards the prohibition of modern slavery and human trafficking. This policy is informed by internationally recognized instruments setting forth human rights and labor standards. In developing this policy, we have, among other things, considered the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the International Labor Organization (“ILO”) Declaration on Fundamental Principles and Rights at Work. The policy complements our Standards of Business Conduct and our Third Party Risk Management Policy, along with certain contractual controls included in all our agreements below, which contain additional requirements addressing modern slavery and human trafficking.

*Standards of Business Conduct.* We have adopted Standards of Business Conduct that apply to our teammates globally and also our external suppliers and customers. Among other things, our Standards of Business Conduct indicate that teammates and suppliers are expected to act with integrity and in compliance with local laws, including laws relating to the prohibition of modern slavery and human trafficking. We recognize that human rights due diligence is a continuous process, and we have policies, processes, training and monitoring management systems in place in furtherance of this commitment. We will continue to improve and set up new monitoring and training protocols as Cordis continues its development.

The Standards of Business Conduct encourage everyone to raise any questions and concerns in relation to ethics and compliance, and they have multiple channels to do so, including by phone, internet, and mail, as indicated therein. Others working in our supply chains also may raise ethical concerns through dedicated channels specified in the policy. Concerns may be reported anonymously. The Standards of Business Conduct are available externally on our corporate website in multiple languages.

## **Due Diligence and Training**

We have adopted a Third Party Code of Conduct and a Third Party Management System which sets forth the basic standards that vendors, distributors, agents, third party intermediaries, suppliers, representatives, and other business partners and their teammates, directors, officers, agents, representatives, and subcontractors are expected to comply with in order to do business with us. Once selected, suppliers are required to maintain documentation necessary to demonstrate conformance with not only our policies but also applicable laws and regulations.

The Third Party Management System sets forth clear expectations in the areas of modern slavery and human trafficking. Our supplier assessment programs take a risk-based approach to determine assessment, monitoring and due diligence requirements. We implement supplier classification tools to identify the levels of risk and shared sustainability impacts involved in supplier relationships.

Under the Third Party Code of Conduct, all our vendors, suppliers and distributors (“Vendors”) must educate and train the teammates of their subcontractors that are involved in Cordis business activities on the standards of the Third Party Code of Conduct and require these teammates and subcontractors to agree to and abide by the provisions in

the Third Party Code of Conduct.

The Third Party Code of Conduct also requires vendors to (1) establish processes to enable their teammates to report concerns or illegal activities, (2) investigate these matters and take appropriate corrective action, (3) promptly report to us any violation of the Third Party Code of Conduct, and (4) fully cooperate with us to take all reasonable measures to investigate and remediate any non-compliance with the Third Party Code of Conduct.

To ensure compliance with the Third Party Code of Conduct, Cordis has the discretion to audit (including through the services of a third party designated by us) any such Vendors' facilities and the facilities of their own business partners and subcontractors. The audit may include review of relevant accounting books and records.

Under the Third Party Code of Conduct, Vendors must ensure that their relevant personnel understands the expectations and requirements of the Third Party Code of Conduct. Vendors are expected to educate and train their teammates to ensure that they understand and comply with the Third Party Code of Conduct.

All Cordis teammates who are directly involved in sourcing and supply chain contract management receive awareness training on our Third Party Code of Conduct and are required to annually certify compliance with our Standards of Business Conduct. This training include an overview of potential human rights and labor standards issues.

We also strive to perform indirect procurement in a responsible way to help assess and address environmental, social, and governance ("ESG") risks, including risks relating to modern slavery and human trafficking, not only for sourcing good & services but also across our supply chain for sourced and self-manufactured products that we sell under our brand name. The program's ongoing process is designed to assess ESG risks, engage suppliers in remediation and continuous improvement, and exit engagements where necessary. The program is aligned with the Labor Standards Assurance System ("LSAS") and meets United Kingdom Government requirements as assessed by the Modern Slavery Assessment Tool ("MSAT"). The MSAT is a modern slavery risk identification and management tool that has been designed to help U.K. public sector organizations work in partnership with suppliers to improve protections and reduce the risk of exploitation of workers in their supply chains.

## **Accountability**

Vendors are expected to self-monitor their compliance with the Third Party Code of Conduct. If we determine or believe that at any time a Vendor has failed to comply with the Third Party Code of Conduct, Cordis retains the right to cease the purchase of the Vendor's products and services or the supply and sale of our products and services to the Vendor. We may also prohibit any Vendor's employee from providing services to us or on our behalf if they behave in a manner that is unlawful or inconsistent with the Third Party Code of Conduct or any other Cordis policies or requirements.

Vendors are required, as a condition to maintaining an active vendor relationship with us, to acknowledge their obligation to comply with the Third Party Code of Conduct. Upon request, Vendors are expected to make any substantively similar policies of their own

available to us for review.

The Third Party Code of Conduct encourages suppliers and their teammates to contact us with questions or concerns, through the contact information indicated therein, and indicates that we will not tolerate any retribution or retaliation against any individual who has, in good faith, sought out advice or has reported questionable behavior or a possible violation.

The Third Party Code of Conduct is available externally on our corporate website <https://cordis.com/emea/about/ethics-integrity>

### **Board Approval**

This statement was made approved by the Board of Cordis Medical UK on July 26, 2023.












# 2023-07-26WR re Publication of the UK MSA Statement (002)

Final Audit Report

2023-07-27

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