



July 18, 2022

Laborie Medical
Technologies Corp.
Pease International Tradeport
180 International Drive
Portsmouth, NH 03801
USA

T 00 1 800 522 6743

www.laborie.com

To our stakeholders:

I am pleased to confirm that Laborie Medical Technologies reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,

Michael G. Frazzette
Chief Executive Officer

ACTIONS:

Human Rights

- Laborie ensures safe and suitable work facilities where all employees are protected from violence, harassment, and discrimination in the workplace.
- Laborie is committed to diversity, equity and inclusion in our workplace.
- Laborie will not tolerate any form of human rights abuses in any aspects of its business and expects its business partners to share that commitment.

Labor

- Laborie promotes freedom of association and collective bargaining for all employees and expects its suppliers and distributors to do the same.
- Laborie is committed to no tolerance for any forms of forced labor or child labor and seeks commitment from its suppliers and distributors to share that commitment.
- Laborie maintains a “whistleblower” reporting system that is accessible to all and will not tolerate any retaliation against anyone for good faith reporting actual or suspected misconduct.

Environment

- Laborie commits to limit its environmental and climate impact as well as its consumption of non-renewable and environmentally scarce resources in its business operations and procurement processes.

Anti-Corruption

- Laborie commits to ensuring that no form of corruption, bribery or money laundering occurs in its business operations through training, internal procedures and contractual requirements with its suppliers and distributors.

MEASUREMENT OF OUTCOMES:

- Laborie implemented an updated Code of Conduct & Ethics setting out its corporate policies, including those related to human rights, labor, environment, and anti-corruption. 100% of employees have been trained on and acknowledged compliance with the Code of Conduct & Ethics.
- Laborie implemented a comprehensive Labour Standards Assurance System (LSAS) program, including a Supplier Code of Conduct. Laborie also conducts a compliance screening on suppliers and distributors prior to engagement and on an on-going basis.
- Additional training on anti-corruption and fair trade has been completed by over 97% of employees and distributors.
- All whistleblower reports are logged, investigated, and addressed, with quarterly reports provided to senior management and the board of directors.
- Laborie achieved a reduction in CO_{2e} emissions (Scope 1 and 2) 2019-2022 and strives for further reduction in 2022-2023.