



Anti-Slavery and Human Trafficking Statement

California Transparency in Supply Chains Act and UK Modern Slavery Act Disclosure

This Statement relates to our fiscal year ended December 31, 2023, except as otherwise may be updated herein. This Statement describes the activities of Enovis Corporation and its consolidated subsidiaries (collectively, “Enovis,” “we” or “our”). We generally employ the same policies and compliance program relating to slavery and human trafficking across our entire business. Not all of our consolidated subsidiaries are subject to the California Transparency in Supply Chains Act or the UK Modern Slavery Act.

We actively identify and manage environmental, social and governance (“ESG”) considerations that may be material to the long-term sustainability of our business. ESG issues that we focus on across Enovis include, among others, human capital management, supply chain management and business ethics. All of the foregoing would include modern slavery risks.

In addition, we are committed to respecting human rights across all of our business operations in accordance with the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Without limiting the foregoing, we do not utilize or permit child labor, forced labor or other abusive or unsafe working conditions.

Business Overview

Enovis is a medical technology company focused on developing clinically differentiated solutions that generate measurably better patient outcomes and transform workflows. Powered by a culture of continuous improvement, global talent and innovation, Enovis’ extensive range of products, services and integrated technologies fuel active lifestyles in orthopedics and beyond. Enovis’ operations are conducted through its subsidiaries, which include leading providers of orthopedic solutions, orthopedic devices, software and services spanning the full continuum of patient care, from injury prevention to reconstructive surgery to rehabilitation.

We have sales, engineering, administrative and production facilities throughout the world and serve a global customer base across multiple markets through a combination of direct sales and third-party distribution channels. Our customer base is highly diversified in the medical market.

Risks of Slavery and Human Trafficking in our Business and Supply Chains

Based on the types of direct vendors that we work with and the goods and services that we purchase from them, we believe that the risks of slavery and human trafficking at this level of the supply chain are remote. The goods and services that we purchase from our direct vendors do not lend themselves to the use of seasonal, migrant or child labor.



We have limited visibility beyond our direct vendors. Like many other companies, our risk assessment is ongoing and we are evaluating our policies and procedures that are intended to mitigate slavery and human trafficking risk in our supply chains.

Code of Conduct

Enovis' goal is to maintain the highest ethical standards in the conduct of our business. Simply stated, our policy is that we will obey the law and act ethically.

Our Board of Directors has adopted a Code of Business Conduct (the "Code of Conduct") to promote Enovis' commitment to ethical standards of conduct and compliance with all applicable laws, rules and regulations. The Code of Conduct applies to all Enovis Associates at all business units around the world. "Associates" include all sales agents, representatives, independent contractors, consultants, employees, officers, and, when they are acting on behalf of Enovis, the directors of Enovis.

Among other things, the Code of Conduct provides that it is important that Enovis' workplace remain free from all forms of discrimination, intimidation and harassment and that each person be treated fairly and with respect. The Code of Conduct indicates that Enovis will, at a minimum, meet all applicable employment laws, rules and regulations, including laws, rules and regulations governing working conditions, wages, hours, benefits and minimum age for employment, wherever it conducts business. Slavery and human trafficking would be a violation of the Code of Conduct.

Enovis Associates are expected to uphold the Code of Conduct and are subject to disciplinary actions up to and including termination for failure to do so. Enovis managers are responsible for compliance with and enforcement of the Code of Conduct for their area of operation, including for ensuring distribution of the Code of Conduct to each Associate under his or her supervision and assisting them in understanding and complying with the Code of Conduct. In addition, each of our Associates is required to acknowledge in writing at least annually that they have reviewed and understand the Code of Conduct.

Code of Conduct for Business Partners

Enovis also has adopted a Code of Conduct for Business Partners that sets out the expectations and standards of Enovis that apply to agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers and other business partners doing business with Enovis ("Business Partners"). Among other things, the Code of Conduct for Business Partners indicates that Business Partners are expected to:

- comply with all applicable national, state or regional, and local laws and regulations in the countries in which they operate;
- never employ workers younger than the local, legally required minimum age;
- never use forced, bonded, indentured or slave labor; and



- treat each employee with dignity and respect, and not engage in or permit corporal punishment, threats of violence, or other forms of harassment.

The Code of Conduct for Business Partners indicates that Business Partners are expected to hold their employees, and, to the extent they supply goods or services for ultimate sale to or use by Enovis, suppliers and other third parties, to the same standards. Business Partners are expected to adopt or establish a management system that supports the content of the Code of Conduct for Business Partners and drive continuous improvement in the areas covered by the Code. If a Business Partner refuses or is unable to correct an incidence of non-compliance to our satisfaction, we may terminate the relationship.

Training

As noted above, Enovis holds its Associates and Business Partners accountable for maintaining Enovis' high ethical standards through the Code of Conduct and the Code of Conduct for Business Partners. Enovis provides periodic training to its employees to reinforce the requirements of the Code of Conduct and Code of Conduct for Business Partners.

Global Human Rights Policy

In addition, Enovis has adopted a Global Human Rights Policy that establishes standards for global business conduct related to human rights and labor for employees and Business Partners. Specifically, we prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor and slave labor, and any form of human trafficking. Company employees and Business Partners must ensure that all work is voluntary, conducted only through freely agreed upon and documented employment terms and paid in accordance with all applicable laws and regulations.

Employees of both Enovis and its Business Partners must have the right to freely terminate employment in accordance with applicable laws and regulations without fear of physical, psychological, sexual, or verbal abuse. Employees of both Enovis and its Business Partners may not be required to lodge deposits of identity papers, including passports or work permits, and recruitment fees may not be charged to workers or potential workers.

Enovis Associates and Business Partners are expected to adhere to the principles of the Global Human Rights Policy, including, fair treatment, health and safety in the workplace, prohibition of forced labor and human trafficking, as well as child labor; compliance with all applicable wage and hour laws and regulations, fair compensation and benefits; and freedom of association.

Grievance Mechanisms

Enovis has established telephonic and online grievance mechanisms for reporting any existing or potential violation of the Code of Conduct, Code of Conduct for Business Partners or Global Human Rights Policy. Reporting can be made on an anonymous basis. Enovis' grievance mechanisms are further described on the Investor Relations portion of its website at [Corporate Social Responsibility - Enovis](#)



UK Modern Slavery Act Approval of Statement and Applicable Entities

For purposes of our compliance with the UK Modern Slavery Act, this Statement has been approved by the Boards of Directors of those of our subsidiaries that were subsidiaries of Enovis as of December 31, 2023 and are subject to that Act, which consist of DJO UK Limited and Mathys Orthopaedics Limited, each an England/Wales entity, and signed by Daniel A. Pryor, on behalf of each entity, in each case as of June 28, 2024.¹

By: /s/ Tony Stallings
Name: Tony Stallings
Title: Senior Vice President, Supply Chain

¹ We note that Enovis acquired LimaCorporate S.p.A. on January 3, 2024, which was after the end of the fiscal year covered by this Statement. Accordingly, LimaCorporate has prepared its own statement with respect to its compliance with the UK Modern Slavery Act for the year ended December 31, 2023, which is available at the following link: [UK Modern Slavery Act Statement.pdf \(limacorporate.com\)](#)