



Enovis Corporation

Global Human Rights Policy

Enovis Corporation and its operating subsidiaries, affiliates and divisions (“Enovis”) are committed to conducting business at the highest level of responsible and ethical behavior and in compliance with applicable laws.

This Global Human Rights Policy (the “Policy”) establishes standards for global business conduct related to human rights and labor for employees and any agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers and other business partners doing business with Enovis (“Business Partners”). This Policy is informed by, among other things, the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

This Policy goes beyond mere compliance with the law. When differences arise between standards and legal requirements, the higher standard applies, in compliance with applicable law. We also expect our employees and Business Partners to conduct themselves in accordance with all other Enovis policies, including the Code of Conduct for Business Partners, available [here](#), and our Code of Business Conduct and Ethics, available [here](#). Enovis’s integrity is maintained by operating its worldwide business in accordance with these standards.

Enovis reserves the right to assess its Business Partners’ compliance with this Policy and will expect its Business Partners to correct incidences of non-compliance identified during assessments. Upon request, Business Partners will provide Enovis with information to enable it to assess compliance with this Policy. If a Business Partner refuses or is unable to correct the non-compliance to our satisfaction, Enovis or one of its group companies may terminate the relationship. Enovis reserves the right to amend this Policy and any of its requirements.

The Enovis Board of Directors has oversight responsibility for the matters contemplated by this Policy. Enovis management is responsible for the ongoing administration of this Policy. We also are committed to engaging with stakeholders in the communities where we operate to ensure that we are listening to, learning from and taking into account their views as we conduct our business and administer this Policy.

Applicable Enovis employees will receive training on the requirements of this Policy. Business Partners also are expected to provide training on the requirements of this Policy to appropriate employees.

Human Rights Principles

We respect human rights and are committed to ensuring that our employees, workers at our Business Partners, and individuals in the communities affected by our activities are treated

with dignity and respect. As part of our commitment to human rights, we expect Enovis employees and Business Partners to adhere to the following principles.

Fair Treatment; Equal Opportunity and Diversity

We strive to comply with all relevant labor and employment laws and expect our employees and Business Partners to do so as well. In addition, we value the diversity of the people with whom we work and the contributions they make. We also are committed to equal opportunity and maintaining workplaces that are free from discrimination and harassment.

As part of the foregoing, we expect Enovis employees and Business Partners to treat each employee with dignity and respect and not engage in or permit corporal punishment, threats of violence or other forms of harassment, whether based on gender, color, ethnicity, sexual orientation, physical or mental disability, age, pregnancy, religion, veteran status, national origin or any other legally protected status.

Health and Safety

We provide a safe and healthy working environment that complies with applicable safety and health laws, regulations and internal requirements, and expect our Business Partners to do the same. We also are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. In addition, we are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

As part of our commitment to a safe and healthy workplace, to the extent applicable, we expect Enovis employees and Business Partners to:

- Provide a safe work environment and conduct business in a manner consistent with all applicable safety standards, including governmental requirements and operations- and facility-specific safety requirements;
- Maintain procedures for handling emergencies such as fire, spills and natural disasters;
- Identify and respond to any public health impacts of operations and use of applicable products;
- Maintain an effective environmental policy and conduct operations in a way that minimizes any adverse impacts on the environment; and
- Obtain and keep current all required environmental permits and meet all applicable environmental rules, regulations and laws.

Enovis further acknowledges that the right to water is a fundamental human right. Our employees, as well as workers at our Business Partners, should have access to safe drinking water.

Forced Labor and Human Trafficking; Recruitment Fees

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.

Recruitment fees may not be charged to workers or potential workers.

Child Labor

Enovis prohibits the use of child labor in our business and by our Business Partners. We require that all employees of Enovis and its Business Partners be of the appropriate age as defined by applicable local and national laws.

Work Hours, Fair Compensation and Benefits

We comply with all applicable wage and hour laws and regulations and provide legally mandated benefits, and expect Business Partners to do the same. Business Partners must provide all workers with clear, written information about their employment conditions with respect to wages before they enter employment and as required by law throughout their term of employment. Deductions from wages as a disciplinary measure are not permitted, unless permitted by applicable law.

Freedom of Association

Workers must be allowed to exercise freedom of association.

Reporting Concerns

Enovis employees may report any violations of this Policy or other concerns to:

- Any member of the Legal Department;
- Your Human Resource Manager; or
- The Enovis Corporation Ethics Hotline at 888-469-1538 or the Enovis Corporation Ethics Website at www.enoviscorp.ethicspoint.com.



Employees of Business Partners are encouraged to work through their own company to resolve internal ethics issues. Business Partners should, however, promptly report violations of this Policy or any unethical behavior by going to the [Enovis Corporation Ethics Website](#) at or contacting the Enovis Corporation Ethics Hotline at 888- 469-1538.

As adopted, March 2021