

Modern Slavery Statement 2024 of Ivoclar Vivadent AG (under UK Modern Slavery Act 2015)

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 of the United Kingdom.

It describes the steps that Ivoclar Vivadent AG and its subsidiaries (hereinafter referred to as "Ivoclar") has taken and implemented to ensure that modern slavery or human trafficking does not take place within the organization or its supply chain.

Ivoclar has clear expectations about how our associates should be treated. They are based on the principles of respect, decency, professionalism as well as on local and international labor laws and labor principles. We do not tolerate any form of bullying, harassment or discrimination. This is clearly stated in our Code of Business Conduct (see also under [Responsibility - Environment : Ivoclar](#)).

Modern slavery encompasses slavery, servitude, human trafficking and forced labor.

We pursue a zero-tolerance approach towards any form of modern slavery or other kind of misconduct. We are committed to acting ethically and with integrity and transparency in all business matters. Effective systems including internal and external controls have been introduced, which help to ensure that modern slavery cannot take place within our organization or within our supply chain.

There is the possibility for everyone globally at any time to report misconduct related to human rights violations at <https://www.bkms-system.ch/ivoclar>.

Our business and our organization structure

Ivoclar is a Dental Manufacturer with more than 3,600 employees worldwide including affiliates in the United Kingdom. We develop, produce and distribute dental materials and equipment for business customers throughout the world.

We have our Headquarters in Schaan, Liechtenstein, Europe, and we have subsidiaries all over the world (including an affiliate in the United Kingdom for the UK market). Sales activities are carried out directly or indirectly using the services of distributors (depending on the local requirements and specifications).

Risk areas for slavery and human trafficking

The key risk areas related to Modern Slavery are found in the relationships with our suppliers. Therefore, we apply the "Know your Business Partner" principles to ensure, that our business partners and suppliers meet our basic requirements. Furthermore, we obligate them to follow our "Supplier Code of Conduct" and perform occasionally third-party due diligences by using services of an external vendor.

With subsidiaries throughout the world, we also have responsibilities as an employer. Therefore, we only recruit and employ staff members in line with the applicable local and international employment standards and the Modern Slavery Act requirements.

Our policies, guidelines and principles

Respect and support for the protection of human rights is relevant to all aspects of our business. We have implemented internal policies, guidelines and principles to ensure that we are conducting business in an ethical and transparent manner. These procedures are evolving and include (but are not limited to):

1. **Corporate Responsibility:** Ivoclar takes corporate citizenship very seriously. In addition to pursuing commercial goals, the company consistently fulfils ecological, social and ethical commitments for the benefit of its customers, partners, employees, stakeholders and the environment, and it continuously develops its practices.
2. **Code of Business Conduct (CoBC):** It sets out the standard for the relations with stakeholders inside and outside the company and explains the way Ivoclar behaves as an organization. Furthermore, it determines the conduct expected of its employees and suppliers and reflects the basics for the interaction between each other.
3. **Third-Party Due Diligence:** Ivoclar and its affiliates carefully select their contractual partners. They conduct appropriate due diligence when engaging new suppliers and contractors by occasionally screening via a professional due diligence platform (based on individual risk profile of the partner). Furthermore, all business partners are checked automatically against the most important sanction lists globally (e.g., US, UK, EU etc.).
4. **Supplier Code of Conduct:** This code obliges suppliers to confirm in writing their compliance with statutory obligations such as employment laws, anti-discrimination legislation, etc., including the Modern Slavery Act principles.
5. **Recruitment principles:** Ivoclar operates with a robust recruitment policy throughout all affiliates to avoid human trafficking or individuals being forced to work against their will. The company will only employ members of staff in line with labor laws, anti-discrimination rules, prohibition of child labor and other applicable requirements, including those related to

the Modern Slavery Act principles. If Ivoclar uses an external recruitment agency, it will always verify the practices of the agency before engaging staff with its assistance.

6. Whistleblowing principles: Ivoclar has established a state-of-the-art whistleblowing system, which is available globally, so that all employees as well as third parties know that they can raise concerns about the treatment of associates or the practices within the business or supply chain, without fear of reprisals. This system is available under <https://www.bkms-system.ch/ivoclar>. Also implemented is a non-retaliation principle to ensure that whistleblowers are protected when raising concerns in good faith.

Suppliers

Ivoclar regularly reviews the company's supplier requirements and the due diligence process. It will conduct training courses for its purchasing staff so that they understand the signs of modern slavery and know what to do if they suspect that it is taking place within the company's supply chain. In the case of potential red flags, a business partner will be checked in detail.

The Supplier Code of Conduct is a regular part of the supply contract. Suppliers are required to confirm that none of their business operations contradicts these principles.

Performance indicators

Ivoclar has taken effective steps to ensure that slavery and/or human trafficking is not taking place within its business operations or its supply chain if the following can be determined:

- No reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.
- No reports are received because of our internal Corporate Audit department or through the channels of our Compliance Management System that modern slavery practices have been identified.
- No suspicions have come up that modern slavery practices are taking place as a result of the reviews of our existing suppliers.

Integrity & Compliance



This statement was approved by the Corporate Management of Ivoclar Vivadent AG on August 20, 2024.

Ivoclar Vivadent AG

A handwritten signature in blue ink, appearing to read "Markus Heinz", written over a dotted horizontal line.

Markus Heinz

Chief Executive Officer

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