



Modern Slavery and Human Trafficking Statement

VITROLIFE GROUP™

Ensuring sustainability in everything we do

Introduction

Vitrolife Group is committed to preventing modern slavery and human trafficking in our operations and supply chains. This statement outlines our efforts in compliance with the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

Our Business and Supply Chains

We provide medical devices and genetic services for assisted reproduction globally, with a diverse supply chain including suppliers of raw materials, components, and services.

Our Policies

Our Commitment to Modern Slavery and Human Trafficking is part of our wider commitment to human rights and it is stated in the company's code of conduct, (Principles for Responsible Business Conduct) and applies to all employees, contractors, and business partners.

Due Diligence and Risk Management

We conduct regular risk assessments and supplier audits, enforce the Principles for Responsible Business Conduct and vet new suppliers to ensure respect for human rights, including anti-slavery measures. This includes:

- Mapping supply chains to identify and mitigate risks.
- Engaging with suppliers to ensure they understand and meet our standards.

Training and Awareness

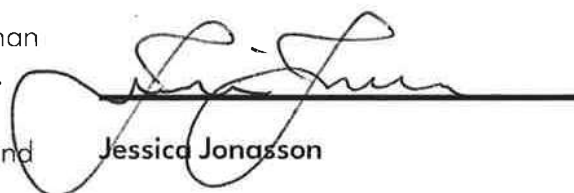
We aim to provide training to concerned employees on identifying and addressing modern slavery risks, ensuring awareness and understanding of the signs of modern slavery.

Effectiveness and Continuous Improvement

We measure our effectiveness through supplier audits, employee training, and our third-part whistleblowing channel. We are committed to continuous improvement in our anti-slavery efforts.

Board Approval

This statement, approved by the Board of Directors, is made pursuant to section 54(1) of the Modern Slavery Act 2015 section 16 of the Australian Modern Slavery Act for the financial year ending December, 31st 2024 and is published on our website at www.vitrolifegroup.com



Jessica Jonasson

**Chief Human Resources Officer
Vitrolife Group**

VITROLIFE GROUP™

EXCELLENCE IN REPRODUCTIVE HEALTH

Vision with a purpose

Enable people to fulfill the dream of having a healthy baby

Our mission is to be the leading global partner in reproductive health, striving for better treatment outcomes for patients.



www.vitrolifegroup.com