



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 commitments are aligned with internationally recognized standards such as the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights, as well as the ILO labour standards.

Our Business and Supply Chains

Vitrolife's vision is to 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.

We provide medical devices and genetic services for assisted reproduction globally. Our business model relies on the sourcing of raw materials and biological substances, laboratory equipment, manufacturing, proprietary R&D, and human capital.

Our supply chain is multi-tiered and geographically diverse, encompassing suppliers of raw materials, components, packaging and logistics partners.

Our Policies

Our Commitment to Modern Slavery and Human Trafficking is embedded in our Principles of Responsible Business Conduct (PRBC), which applies to all employees, contractors, and business partners. The PRBC sets out our expectations on ethical conduct, fair labour practices, safe working conditions, and it forms the foundation for governance, decision-making, and day-to-day practices related to human rights across the Vitrolife Group.

Due Diligence and Risk Management

We take a risk-based approach to identifying and mitigating human rights risks across our supply chain. Through regular supply chain mapping and risk assessments, we identify areas where human rights risks are most likely to happen.

We expect all our business partners to adhere to our Principles of Responsible Business Conduct.

When evaluating new suppliers, our human rights expectations are communicated as part of the vetting process, and through ongoing supplier engagement we aim to ensure a mutual understanding of these standards across our supply chain.

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 evaluate the effectiveness of our efforts through activities including supplier engagement, employee training, and our third-party whistleblowing channel.

Vitrolife Group recognizes that addressing modern slavery risks requires ongoing development of governance, due diligence, and supply chain transparency practices. We are committed to continuously strengthening our approach through the review and enhancement of relevant policies, processes, and supplier engagement activities.

As part of these efforts, we are working on implementing a Responsible Procurement Directive to further strengthen our supplier due diligence supply chain monitoring.

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, 2025, and is published on our website at www.vitrolifegroup.com.



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Brophy O'Connor
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Date: Jun 16, 2026 14:16:43 GMT
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Bronwyn Brophy O'Connor

**Chief Executive Officer
Vitrolife Group**

VITROLIFE GROUP™

EXCELLENCE IN REPRODUCTIVE HEALTH

Vision with a purpose

Enable people to fulfill the dream of having a healthy baby

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www.vitrolifegroup.com