

2023 Modern Slavery Statement

Stryker Australia Pty Limited

Prepared by Stryker Australia Pty Ltd

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Reporting Entity

This statement is made by Stryker Australia Pty Ltd ABN 48 002 873 850 (**Stryker Australia**) of 8 Herbert Street, St Leonards, NSW 2065, in accordance with the *Modern Slavery Act 2018* (Cth) (the “Act”) for the period 1 January 2023 – 31 December 2023 (**Reporting Period**). Stryker Australia is an Australian subsidiary of Stryker Corporation (**Stryker**) and the reporting entity under the Act.

This statement outlines actions taken by Stryker and Stryker Australia to assess and address potential human rights risks in our business operations or supply chain.

Our business

Stryker Australia

Stryker Australia employs over 1000 people. Stryker Australia employs most of its employees directly and on permanent contracts. This reduces the risk of modern slavery within Stryker Australia’s operations. Stryker Australia also engages third party labour services to provide contractors. Although Stryker Australia does not have direct control over the employment terms of those contracted parties, it strives to ensure that all contracted parties and third party labour providers meet Stryker Australia policies, codes of conduct, and pre-qualification requirements before they are engaged and over the course of their engagement. Stryker Australia also requires that third party labour providers provide warranties as to their compliance with all laws in relation to employment matters and the Act.

Stryker Australia conducts its business as an exclusive distributor of Stryker products from premises in Sydney, Melbourne, Brisbane, Perth, and Adelaide.

Stryker Australia sells, loans, consigns and services medical products manufactured and provided by Stryker’s overseas operations to hospitals, as well as providing demonstration equipment for trials by surgeons and hospitals.

Stryker Australia does not have any manufacturing operations in Australia.

Stryker

Stryker is one of the world’s leading medical technology companies and, together with our customers, we are driven to make healthcare better. We offer innovative products and services in Medical and Surgical, Neurotechnology, Orthopaedics and Spine that help improve patient and hospital outcomes.

Stryker is headquartered in Kalamazoo, MI and our more than 51,000 employees operate in over 75 countries worldwide, including operations in the following geographic areas: United States of America (including Puerto Rico); Europe, the Middle East, Africa; Asia Pacific (including Australia); Canada and countries in Latin America.

With operations and supply chains spanning the globe, Stryker is committed to improving the working conditions of people who are connected to our business. We recognize the need to monitor for conditions that put workers at risk of modern slavery.

Stryker believes that the risk of modern slavery in its operations is low and this belief is reinforced by the outcomes of its risk assessments and on-going due diligence activities described in this statement.

More information about Stryker can be found in our most recent Comprehensive Report.

In this statement, the collective expressions “we”, “us”, “our”, are used when we refer to Stryker Corporation and any entities which it owns or over which it has control because we operate using group-wide policies and procedures to assess and manage risk of modern slavery. It is not intended to convey how we are structured, managed or controlled.

The term ‘modern slavery’ is used throughout this statement and includes within its meaning all elements of “modern slavery” as defined by the Act.

Our policies

Our company values of integrity, accountability, people and performance underscore how we deliver on our mission to make healthcare better, serve our customers, employees and communities and protect the planet.

Making healthcare better means conducting all aspects of business ethically and lawfully. Our Code of Conduct, sets out our expectations of all employees and business partners to conduct business the right way.

Our Code of Conduct and Supplier Code of Conduct, serve as guides for how we do business. These policies include the following principles:

- No forced labor, involuntary labor or human trafficking
- No child labor and fair treatment of young workers
- Fair labor practices
- Non-discrimination and antiharassment
- Safe working environment

Additionally, our Position on Human Rights outlines our commitment to respecting human rights and we expect all third parties doing business with Stryker, to share our commitment to safeguarding human rights, including modern slavery.

Governance

Stryker’s mission and values, company strategy and Code of Conduct support our corporate responsibility (CR) work. The Governance and Nominating Committee of our Board of Directors oversees all CR matters. Our CR Steering Committee includes three executive officers who report to the CEO. More information about our Corporate Responsibility governance can be found in our most recent Comprehensive Report.

Our Human Rights Council, the highest body responsible for human rights governance and due diligence, is a global, cross-functional team. The Council's members provide input and counsel on human rights strategy and initiatives, embedding and advocating for human rights principles in their respective functions and tracking implementation and results. Our Group President of Global Quality & Operations serves as executive sponsor. The Council reports directly to Stryker's CR Steering Committee and provides regular updates on human rights topics, including modern slavery.

In addition, Stryker maintains a strong Global Compliance program to drive Stryker's compliance with our mission and values. Stryker has several Compliance Committees, comprised of senior leaders, that monitor Stryker's compliance with Stryker's policies, procedures, including our Position on Human Rights, and all applicable laws and regulations, including those which relate to human rights and modern slavery, and investigate and respond to any relevant reports made through our Ethics Hotline.

Our supply chain

Our suppliers

Our supply chain comprises several tens of thousands of suppliers globally serving operations across our specialty business segments around the globe. Stryker's supplier network is a critical component of our value chain and is centered on engagement with suppliers who share in Stryker's mission and values. We seek and support strong relationships with a diverse group of suppliers who operate ethically and lawfully with an emphasis on accountability for their people and performance.

Our supply chain consists of direct and indirect suppliers. Direct suppliers are those which provide anything which directly relates to the manufacture of Stryker products. Our direct supply base consists of several thousand suppliers located primarily within North America and Europe. Indirect suppliers are those which provide anything else used within Stryker's operations. The majority of Stryker's sites, and the suppliers that support them, are located in countries which are not considered high risk for modern slavery based on data available from governments and NGOs.

Stryker Australia procures goods and services from indirect suppliers, such as office space related goods and services, professional services, transportation and freight, and travel and accommodations.

Supply chain standards

Through our focus on supplier management, we drive accountability with our suppliers to deliver on our mission and uphold our values. This enables us to predictably provide our customers with the products they need in a responsible manner.

Our Position on Human Rights and our Supplier Code of Conduct outline our expectations for our suppliers. Violations of applicable laws, including the use of child and compulsory labor, forced labor and human trafficking, and unsafe or hazardous working conditions are strictly forbidden. Strict adherence to the Supplier Code of Conduct is required for any

supplier, direct or indirect, doing business with us and Stryker enforces that adherence through contractual arrangements with our suppliers.

Stryker requires that our suppliers maintain a management system designed to ensure compliance with the Supplier Code of Conduct, provide a complaint mechanism for their employees to report workplace grievances or violations of our Supplier Code of Conduct free from threats of reprisal, intimidation, or harassment, and that they investigate and take corrective action on any complaints.

Assessing and addressing our risk

Human rights risks

Based on publicly available research, such as the Global Slavery Index and the US Department of Labor's List of Goods Produced by Child Labor or Forced Labor, Stryker is aware that manufacturing is generally considered at a higher risk of modern slavery. Working conditions in factories and manufacturing sites and the procurement of certain raw materials can elevate the level of risk in the supply chain.

The primary raw materials and components used in Stryker's manufacturing of products are plastics, metals, electronics, packaging and other specialty materials, including textiles. According to publicly available reports, some of these industries are known to be at higher risk based on where the work occurs, or to incorporate higher risk materials within their extended supply chains.

As members of the Responsible Minerals Initiative and in line with regulatory requirements, Stryker maintains a Conflict Minerals Policy, conducts reasonable country of origin diligence, and require our direct suppliers to conduct supporting due diligence within their supply chains specific to the responsible sourcing of tin, tungsten, tantalum and gold. Stryker files an annual form SD and Conflict Minerals Report with the U.S. Securities and Exchange Commission which further details these efforts and can be found [here](#).

Based on publicly available research by organisations such as Anti-slavery and Walk Free, we recognise there is an elevated risk of forced labor and human trafficking within the cleaning and freight/transport industries. However, based on our assessment of our supply chain, we consider this risk to be low.

Due diligence in our business and supply operations

We perform evaluations against publicly available data to identify suppliers that may inherently be at higher risk for Environmental, Social and Governance (ESG) related issues based on their industry and/or region where they operate, which include human rights and modern slavery. The results of these activities drive our engagement with suppliers on ESG performance assessments.

We engage the identified in-scope direct suppliers in ESG performance assessments through recognized third-party audit and ratings platforms that focus on policies, governance, key performance indicators and other evidence of integrated processes addressing human rights and labor, environmental, ethics and sustainable procurement risks. In 2021, we set a goal

to engage 85 percent of our direct suppliers (by spend) on ESG performance assessments by 2027. As of December 31, 2023, we assessed suppliers covering 59% of our 2023 direct spend, keeping us on track to meet our 2027 target. The completed assessments identified opportunities for continued supplier development but did not result in findings that required immediate intervention.

The assessment results are integrated into supplier risk scores which are considered in risk identification and mitigation activities, procurement decisions and supplier business reviews. In 2023, procurement team members who manage in-scope suppliers received training on engaging with suppliers on ESG topics.

In 2023, Stryker Australia performed a targeted modern slavery risk assessment of its suppliers within the logistics services category, which was an area identified as further opportunity in 2022 for continued supplier development. This assessment did not identify any concerns from a modern slavery risk perspective, nor did it result in any findings that required immediate intervention.

In addition to third-party assessments, we use technology to continuously monitor news and other open data sources for our direct suppliers, helping us to quickly identify potential risks or events, including those relating to human rights and modern slavery.

Mitigation

Stryker Australia has adopted several strategies to mitigate risk of forced labor and human trafficking with Stryker Australia's indirect suppliers including:

- carrying out targeted due diligence, utilising third party risk assessment platforms, on its indirect supply chain as noted above,
- alignment of Stryker Australia's modern slavery risk assessment tool with Stryker Global Indirect Procurement processes including, incorporating relevant metrics from the Corruption Perception Index
- continuing to carry out a supplier pre-engagement check as part of its procurement processes, requiring any suppliers responding to requests for proposal to agree to complying with the modern slavery laws and Supplier Code of Conduct.
- incorporating terms regarding modern slavery and compliance with Stryker Code of Conduct in supplier agreements (new or renewal) and purchase orders; and
- carrying out modern slavery focused training sessions.

Training and education

Throughout the year, we focused on awareness and integration of the Code of Conduct, which included employee training and targeted communication campaigns. Stryker requires employees to review and certify their compliance with the Code of Conduct annually. In 2023, 94% of employees completed training on the Code of Conduct. We also used companywide communications and team meetings to reinforce key messages, such as human rights, and incorporated supplemental learning resources into existing training programs and leadership resources. These resources included discussion guides to

encourage conversations on Code topics that best align to employees' work situations, among other job aids.

Stryker's direct procurement employees also complete annual training focused on understanding the covered topics in the Supplier Code of Conduct and assisting suppliers in meeting their obligations under the Supplier Code. In 2023, 99 percent of these employees completed this training.

In addition to the Code of Conduct certification and Supplier Code of Conduct training, our direct procurement and supplier quality employees are required to complete annual training focused on the prevention of human rights abuses, including modern slavery, in our supply chain. This training focuses on the forms of human rights abuse, including modern slavery, prevalence, risk factors, identification, and reporting mechanisms with the expectation that procurement personnel monitor Stryker's suppliers and are vigilant during any visits to a supplier facility. In 2023, 98 percent of these employees completed the training.

Stryker Australia deployed this training locally to indirect procurement managers and all purchase order approvers, individuals responsible for approving orders placed with Stryker Australia's suppliers. In 2023 96.5 percent of these employees completed the training.

Reporting

In addition to normal reporting lines and methods, Stryker has a global Ethics Hotline. This hotline allows employees and non-employees, including our suppliers and their employees, to report suspected improper, unethical or illegal conduct, misconduct and other concerns, including any violations of human rights, including modern slavery, via telephone, email or internet submission. Reports can be made anonymously, and the identity of individuals making or involved in a report will be protected in accordance with local law. All submitted reports are analyzed and routed to the appropriate persons within Stryker for review, assessment and, if appropriate, investigation as part of our formal grievance process. This hotline is communicated and available to Stryker employees through internal training, to our suppliers through our Supplier Code of Conduct, and is accessible publicly on Stryker's website. Stryker's Ethics Hotline can be found at www.ethicshotline.stryker.com.

Stryker does not tolerate any form of retaliation against any individual who reports or participates in the investigation of any suspected unlawful conduct, including conduct that violates our Position on Human Rights. Our suppliers are required to provide a complaint mechanism, free of threat of reprisal, intimidation or harassment, for workers to report workplace grievances and violations.

Effectiveness

Through our Human Rights Council, we continually evaluate the effectiveness of our human rights risks assessment and management processes to identify new factors and methods that can be applied. Management periodically reviews the actions being taken to assess the risk of modern slavery and human rights abuse in our supply chain. We listen and respond to concerns raised by our customers and stakeholders on a wide range of issues, including those concerning human rights and modern slavery.

We provide human rights training for key individuals, record the completion rates of this training and assess employees on their comprehension as part of that training. We are engaging with our supply chain policies and practices and enhancing and evolving them as needs arise. Lastly, we are working with our suppliers to drive progress on improvement opportunities identified through our assessments.

Consultation

In preparing this statement, Stryker Australia participated in and consulted with Stryker's Human Rights Council, direct procurement, and indirect procurement. Stryker Australia owns three non-trading subsidiaries, Wright Australia Pty Ltd (**Wright Australia**), Tornier Pty Ltd (**Tornier**) and Vocera Communications Pty Ltd (**Vocera**). During the Reporting Period, Tornier and Vocera were in the process of being liquidated, and Wright Australia was deregistered.

Approval

This statement was approved by the Board of Directors of Stryker Australia Pty Ltd on 26 June 2024.



Maurice Ben-Mayor
Chair of the Board
Stryker Australia Pty Ltd