

## Modern Slavery Statement 2024

The UK Modern Slavery Act 2015 came into force on the 29 October 2015, with the aim of reducing and preventing modern slavery and human trafficking. At TSC Life we are strongly committed to acting ethically and with integrity in all our business dealings and relationships from implementing and enforcing effective controls to ensure that modern slavery is not taking place anywhere in our business or supply chains. We work with our employees and third party stakeholders to ensure that all individuals are being treated with respect and that there are no unsafe working practices within our supply chain.

### Organisation structure

TSC Life was founded in 1993 and is a private group of speciality MedTech companies that focus on innovative solutions for patient temperature management, non-invasive haemodynamic assessment and single use endoscopy. TSC Life mission is to drive innovation to revolutionize sustainable, accessible patient care. Our vision is to be the independent and disruptive innovator, no 1 challenger to help 25 million patients per year benefit from TSC Life products.

Our core values are:

- Agility
- Performance
- Collaboration
- Reliability
- Integrity

### Responsibilities

Our headquarters in the Netherlands establishes policies and directives that apply to all TSC Life companies including those related to modern slavery and respecting all persons human rights. These policies and processes are available to both internal and external stakeholders and our Modern Slavery Statement is published on our website at [www.tsc-group.com](http://www.tsc-group.com) and are the responsibility of our Management Board who ensure that these policies comply with our legal and ethical obligations.

Our employees are encouraged and expected to report any suspected incidents via our whistleblowing procedure detailed within our company Code of Business Conduct, which covers a wide range of expected behaviours including but not limited to:

1. Non-discrimination, Respect, Diversity and Inclusiveness
2. Respect of Human Rights
3. Freedom of Opinion, Speech and Association
4. Integrity
5. Fair Dealings
6. No Bribery, Fraud or Breach of Export Controls or Sanctions Legislation
7. Ethical Marketing Practices
8. Trade regulations

TSC Life respects the internationally recognized human rights of all people. We are committed to identifying and addressing any adverse impacts which may result from our own operations or business relationships. TSC Life supports the principles contained within the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights.

### Supply chain due diligence

We expect our third party suppliers and stakeholders to act in a responsible manner. Adhering to local applicable laws and regulations including but not limited to rules which specifically apply to their commercial activities. TSC Life is committed to monitoring social standards within our supply chain and we encourage our suppliers to operate with the same ethical standards we employ ourselves. To stress the importance of this topic we have issued a Business Partner Code of Conduct, which is published on our website at [www.tsc-group.com](http://www.tsc-group.com).

TSC Life is currently implementing the Corporate Sustainability Reporting Directive which is mandatory for European large companies as of fiscal year 2025. As part of this project we are currently implementing Supply Chain Due Diligence processes comprising of 4 stages:

- o Stage 1. Assess your supply chain
- o Stage 2. Act to address risk
- o Stage 3. Monitor suppliers
- o Stage 4. Communicate with key stakeholders and report


We operate two manufacturing sites, one in Almelo (the Netherlands) and one in Joué-lès-Tours (France). Our Tier 1 suppliers are EU or US based companies. Electrical components used in our devices are typically assembled in China or Mexico. We are engaging with our key suppliers on any human rights related exposure in the value chain.

### Monitoring and improvement

TSC Life regularly reviews its strategic approaches, policies and procedures and continue to make improvements within its processes.

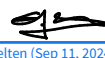
This statement has been approved by our Management Board and will continue to be reviewed annually.

Paraic Curtis  
CEO  
Approved and signed

  
Paraic Curtis (Sep 18, 2024 13:20 GMT+2)

Date: 11/09/24

Ewoud Welten  
CFO  
Approved and signed

  
Ewoud Welten (Sep 11, 2024 10:40 GMT+2)

Date: 11/09/24