



HUMAN RIGHTS & LABOUR STANDARDS POLICY STATEMENT

A. Introduction

This statement reflects the underlying Human Rights & Labour Standards Policy approved and published internally on 20 September 2016.

The principles and guidelines set out in the Policy are derived from the United Nations Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and The Ten Principles of the United Nations Global Compact, and reflect our aim of respecting human rights as laid out in the United Nations Guiding Principles on Business and Human Rights.

The underlying Policy applies to all ConvaTec directors, officers and employees of ConvaTec and those of its wholly-owned subsidiaries ("ConvaTec Employees").

B. Policy Statement

1. ConvaTec seeks to provide a work environment where employees are treated with respect, dignity and consideration. This commitment is built upon a framework of policies and procedures designed to ensure fairness in the recruitment, development and retention of all employees.

C. General Principles

1. All employment must be in compliance with all applicable laws and regulations of the countries in which ConvaTec operates. Where the applicable local laws and regulations require higher or additional levels of protection of human and employment rights than those set out in this Policy, the local laws and regulations will take precedence.
2. All ConvaTec Employees are required to report any actual, suspected or potential violations of all Company policies, including this Human Rights and Labour Standard Policy. Failure to do so may lead to disciplinary action, up to and including termination of employment.
3. This Policy shall be reviewed on an annual basis and updated where necessary to ensure the continuous improvement of working conditions and management of labour risks in ConvaTec's global operations.
4. ConvaTec shall make available sufficient resources to give effect to its commitment to year on year improvements to working conditions and management of labour risks in its global operations.

D. Specific Provisions

1. Human Rights

ConvaTec supports and complies with the United Nations' Universal Declaration of Human Rights and seeks to honour the principles of internationally recognised human rights wherever it operates.

Each ConvaTec employee shall be treated with dignity and shall not suffer harassment, physical or mental punishment or other forms of abuse.

ConvaTec has effective grievance mechanisms which are transparent, equitable and predictable to enable the remediation of any adverse human rights impacts that may arise in its operations.

ConvaTec promotes effective employee engagement throughout its operations and welcomes open feedback from employees on all matters of company business.

2. Freedom of Association

ConvaTec recognises and respects the right of employees to establish and join organisations which are designed to engage in collective bargaining and other initiatives to further and defend the interests of the workforce.

No ConvaTec employee shall be dismissed or otherwise prejudiced for reason of membership of such an employee organisation or because of participation in that organisation outside of working hours, or with consent of their line manager, within working hours.

ConvaTec employees shall enjoy protection against discrimination by virtue of their membership of an employee organisation and employment shall not be conditional upon an employee not joining or relinquishing membership of such an organisation.

3. Compulsory Labour and Human Trafficking

ConvaTec does not accept nor condone any form of modern slavery whether forced, compulsory or trafficked labour. Without limitation, ConvaTec does not engage sweatshop labour, convict labour or indentured labour under penal sanction.

All ConvaTec employees shall provide their services to the Company on an entirely voluntary basis and no one shall be forced to remain in the employ of ConvaTec against their will.

ConvaTec has a zero-tolerance approach to modern slavery and encourages all employees to raise concerns about any issue or suspicion of modern slavery, in any part of the ConvaTec business at the earliest opportunity.

4. Child Labour

ConvaTec adheres to and strictly complies with international child labour conventions and child labour laws and regulations in the countries in which it operates.

The minimum age of a ConvaTec Employee shall be not less than the age of completion of compulsory education in the country of location of the relevant ConvaTec business unit, and in any event, shall not be less than 16 years.

Where the work concerned is by its nature or the circumstances in which it is carried out, deemed to be “hazardous” under the definition provided by the International Labour Organisation 138 Concerning Minimum Age, the minimum age of the ConvaTec Employee shall be not less than 18 years.

5. **Discrimination**

ConvaTec strictly prohibits discrimination and harassment against any ConvaTec Employee or any applicant for employment with ConvaTec, whether such discrimination or harassment is based on sex, race, age, colour, ancestry, religion, belief, disability, sexual orientation, marital status or any other feature protected by law.

This provision should be read in conjunction with Section VIII of the ConvaTec Code of Ethics and Business Conduct which contains further guidance on the ConvaTec position with regard to discrimination, harassment and other potential issues in the workplace.

20 September, 2016