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## Introduction

At Convatec, we support the health, safety and wellbeing of our employees in the way we do business. As part of our commitment to protecting human rights and labour rights, employee health and safety is central to how we impact the communities that we serve, how we develop and manage our entire workforce, and how we engage our business partners throughout the value chain.

Convatec is a signatory and member of the United Nations Global Compact (UNGC) – an initiative in which companies pledge to align their strategies and operations with the UNGC’s 10 Universal Principles on human rights, labour, environment and anti-corruption. As part of our membership in the UNGC, we commit annually to learn from each other and play our part in advancing shared goals.

Our approach to health and safety builds on our commitment to the:

- 10 Principles of the UNGC
- United Nations Guiding Principles on Business and Human Rights
- United Nations Universal Declaration of Human Rights
- International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work (including 2022 revisions)
- OECD Guidelines for Multinational Enterprises

## Policy statement

Convatec is committed to protecting the health and safety and supporting the wellbeing of our people, through our operations and business practices, in line with our core values.

This Health & Safety Policy ('policy') sets our overarching approach which is embedded throughout our global policies, systems and operations. This policy should be read in conjunction with a range of other policies which support these commitments, such as our Human Rights & Labour Standards Policy, Code of Ethics and Business Conduct, Environment, Health & Safety (EHS) Statement, Global Third-Party Manual, and Environment Policy.

We strive to continually improve our health & safety performance and in line with our core values, we commit to:

- Providing safe working conditions for the prevention of work-related injury, stress and ill health, which are appropriate for the work being undertaken.
- Providing a framework for setting EHS objectives
- Fulfilling legal and company requirements
- Eliminating hazards and reducing risks
- Continually improving the EHS management system
- Ensuring active participation of employees and employee representatives
- Providing communications supporting improved performance
- Ensuring EHS management systems achieve the intended outcomes
- Promoting a safe working environment and associated behaviours, consistent with our responsible and compliant business practices
- Integrating EHS into our business activities and decision making

### **Our vision, promise and values**

Our vision of 'Pioneering trusted medical solutions to improve the lives we touch' expresses the purpose in our mission. This vision reflects the values that we have deeply embedded in our culture, which is one that encourages integrity in our business decisions and fosters respect for all across our operations.

Our promise to be 'forever caring' is a distinctive commitment to those we serve to ensure we meet their needs today and into the future, and our values reflect who we are as a company, dedicated to: *Improve care, Deliver results, Grow together, Own it and Do what's right.*

### **Governance**

Convatec's Environmental, Social and Governance (ESG) Steering Committee is responsible for reviewing and overseeing ESG strategy and programmes, providing visibility and oversight to our Board of Directors. Chaired by the Chief Executive Officer, the ESG Steering Committee oversees the implementation of our ESG strategy, programmes and policies, and through its sub-committees, coordinates our efforts to identify, address and report on our health & safety-related risks and working practices.

Our ESG team works across the business to bring together stakeholder activities, initiatives and priorities, and support the work of the ESG Steering Committee. We have a dedicated EHS team within our Global Quality & Operations function. They work across our manufacturing and R&D facilities to deliver health & safety management systems in line with our corporate requirements, aligned with ISO 45001, and remain aligned to Group ESG priorities. The EHS team is committed to monitoring our health & safety

performance, and they provide regular updates through our ESG and corporate governance mechanisms.

This policy has been reviewed and approved by the EVP, Chief Global Quality and Operations Officer, who is a member of ESG Steering Committee.

### **Our approach**

This policy applies to all our employees and business partners around the value chain.

As a signatory of the UN Global Compact, we are committed to responsible business, including protecting the health and safety of our employees. Our business partners are also called on to adhere to our policies and procedures on Human Rights, Labour, Environmental Protection and Anti Bribery & Corruption principles.

We comply with the concepts provided under the International Labour Organization Standards, by assuring equal opportunities, dignity at work, employee safety and health and freedom of association. We also prohibit discrimination, workplace harassment and all forms of modern slavery, child labour or compulsory labour.

Key elements of our Health & Safety Management System are hazard recognition, evaluation and control, including reviewing the existing control measures and the implementation of continual improvement activities.

Our health & safety plans are reviewed throughout the year and updated as required to align with our commitments. The targets developed are shared with employees, customers and stakeholders, providing visibility for all interested parties along with reporting on the performance versus plan.

Our Operations teams maintain risk registers, which are underpinned by risk assessments undertaken to identify potential aspects which may cause harm, supporting hazard evaluation and the development of control measures, enabling delivery of risk reduction opportunities.

All assessments are subject to internal scrutiny and evaluation by the appropriate team, including Enterprise Risk, with all aspects being assessed as part of our company wide improvement plans, addressing opportunities aligned with our strategy and company priorities.

We have identified the following principal aspects:

### **1. Management**

We continually work to improve our health and safety performance by embedding safety into our day-to-day activities for all stakeholders, employees, contractors, customers, visitors and the communities in which we work.

This is achieved through the development of an effective management system, engagement with employees, identifying risks and implementing suitable control measures for the activities being undertaken, supported by global and local procedures, and the development of the required working practices.

Our focus on prevention and hazard elimination is supported by developing a proactive approach to safety, underpinned by our emphasis on individual behaviours, ownership and providing the opportunity for all employees to be a 'safety leader'.

Management reviews form a key part of our improvement process, evaluating performance against targets, including leading and lagging metrics, incident investigations, effectiveness checks and developing improvement plans. Seeking year on year improvement, to provide a safe working environment and enhance the health and safety of our employees,

All aspects of our health and safety performance are subject to review, identifying gaps, improvement opportunities and undertaking effectiveness checks, as well as addressing future needs.

A collaborative approach is used to develop improved ways of working, supported by safety meetings, hazard reporting and action tracking tools, combined with providing feedback and effective communication, responding in an appropriate manner to business and employee needs.

## **2. Hazard recognition**

Hazard identification is undertaken through a broad range of activities, including individual observations, team-based assessment, incident investigations, hot spot analysis, risk assessments and safety walks.

All observations made are assessed and appropriate actions taken to address the risks identified. Formal risk assessments evaluate the probability and potential severity of a hazard, assessing all factors, enabling suitable control measures to be implemented protecting our employees.

A key feature of the formal assessments undertaken is engagement with experienced personnel and subject matter experts, ensuring all aspects are considered, including non-routine operations, as well as normal day to day working practices. Along with the documentation of the findings for future reference.

The assessments undertaken cover a broad range of potential hazards, including operational, supply chain and R&D activities, emergency response, business continuity and resilience utilising the knowledge and experience of a number of teams and individuals across the company.

### **3. Hazard control**

Following identification and review of the hazards, we strive to implement suitable and sufficient control measures, safeguarding our colleagues.

The improvements implemented follow the hierarchy of control and wherever possible seek to eliminate, or if this is not possible to reduce the residual risk through:

- Hazard elimination
- Engineering controls
- Administrative controls
- Personal protective equipment (PPE)

Suggested improvements are reviewed prior to implementation by the user groups and subject matter experts to assess effectiveness, seeking support to enhance the improvements realised.

Effective communication and engagement with all stakeholders are key to delivering sustainable improvements, supporting the desire to continually improve our workplace.

The identified control measures are documented in task specific procedures, work instructions and checklists, establishing the required working practices to safeguard all personnel, and are subject to review as required by local requirements, legislation or when significant changes are undertaken.

### **4. Training**

Establishing safe working practices in all aspects of our business is achieved through providing training and establishing common approaches to the activities being undertaken.

Training is provided in a broad range of circumstances, including as part of our induction plans for new starters, during refreshers for existing personnel and whenever improvement opportunities are identified, or significant changes are made. The frequency and nature of the training provided is based on local requirements, operational needs and company standards, and is subject to review and effectiveness checks, supporting continual improvement and the safety of our teams.

Our aim is to educate and train, reinforcing safe working practices, along with seeking feedback and input from our colleagues as a key part of keeping our teams safe and continually strengthening our expectation for proactive behaviours.

### **5. Review**

Periodic reviews of the formal assessments are undertaken, using a risk-based approach to prioritisation, with an increased frequency of review for aspects with a greater potential for harm.

To reflect the range of stakeholders involved a broad range of reviews are undertaken across the business, including by the individual teams and local management, as well as by global teams from EHS and Enterprise Risk, with formal reviews being undertaken by Internal Audit, external agencies and certification partners.

#### **Our reach**

We are committed to improving our health & safety performance, and consulting with our stakeholders, including colleagues and their safety representatives.

We provide regular communication and educational opportunities for colleagues on a range of EHS topics, with the objective of broadening awareness and connectivity to Convatec's safety performance ambitions and the wider global landscape.

We engage with other stakeholders in the value chain, such as peers, regulators, suppliers, contractors, healthcare practitioners and patients through industry alliances and global bodies such as the UNGC. This is described further in our Annual Report.

We strive to develop, manufacture, sell and distribute our products in a responsible and sustainable way. As well as to our employees, our commitment to protecting human rights and labour rights extends to all the members of our supply chain and business partners. Equally, our principles signal what we stand for as a business and will champion these more broadly.

#### **Data management / training**

Methodology has been developed to measure and report performance, assess improvements versus baseline and progress towards our targets in a clear and transparent manner. The methodology will be continually refined as our processes are enhanced, reflecting our commitment to sustainability and robust governance.

Training is provided to all personnel who support data reporting, underpinned by internal review of the data sets, to maintain the quality and accuracy needed.

All data reported are subject to review, internal audit and external audit, and where required independent third-party assurance. We seek to ensure that learnings from these processes support continual improvement.

### **Reporting**

We disclose our safety performance and targets in our Annual Reports and Accounts. The leading and lagging metrics reported include lost time injury rate, hazard observation rate and lost time injuries.

In line with our objective of continually improving our safety performance we have established targets for operations lost time injury rate and operations hazard observations rate.

All targets are reviewed annually to ensure they support continual improvement and reflect business need.

In addition, our reporting aligns with Global Reporting Initiative/Sustainability Accounting Standards Board (GRI/SASB), the UK Modern Slavery Act, and the UNGC's Communication on Progress.

We encourage our employees, with an open and trusting approach, to report all hazard observations, near miss events, accidents and incidents incurred. Our reporting and non-retaliation policy emphasises the value we place on employees that make such reports and the protections we will give them, to assure we fully investigate all opportunities to eliminate hazards and continually improve the working environment for all our employees, contractors, visitors and stakeholders.