

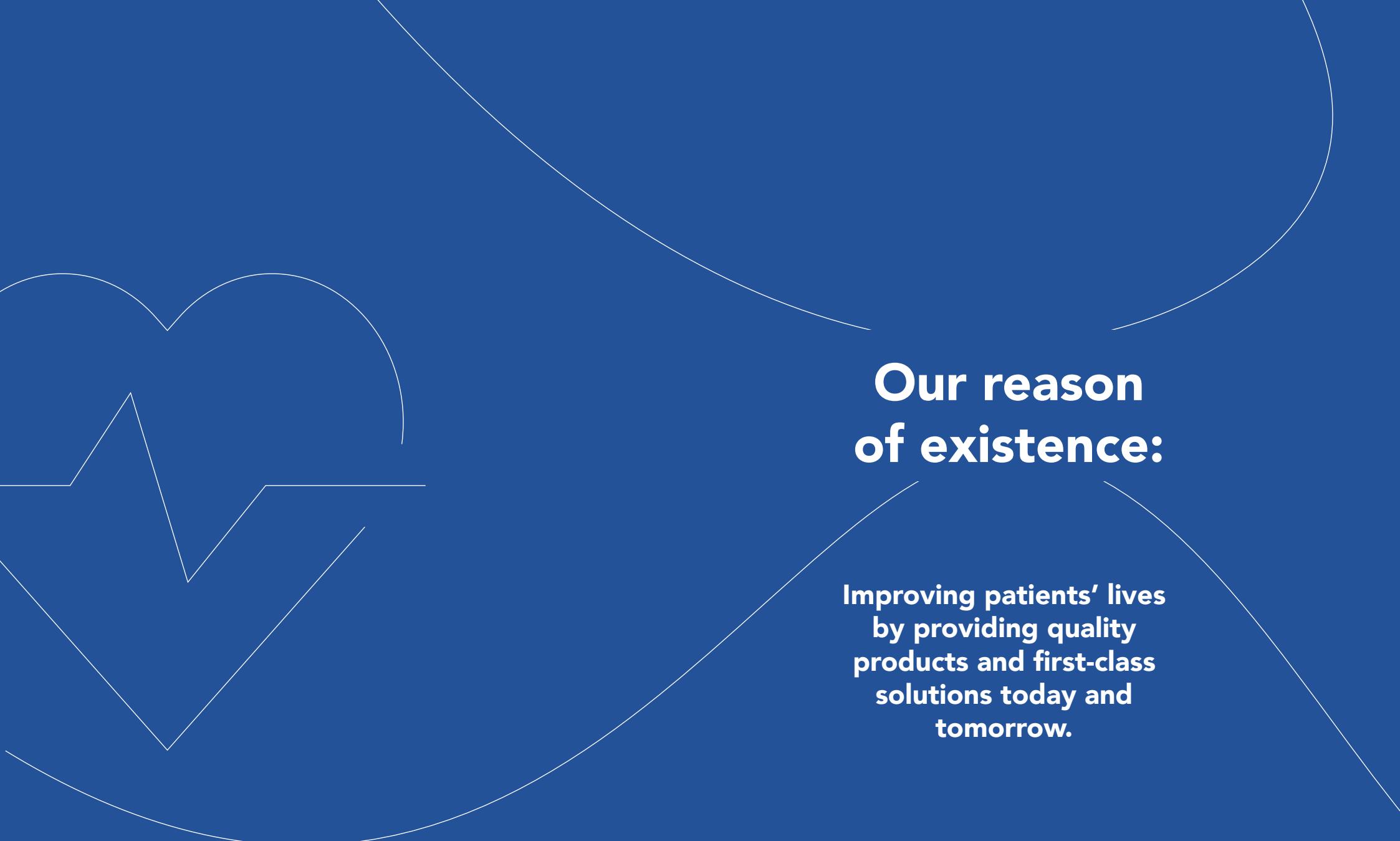
GROUPE  
**FH ORTHO**™

FH ORTHO is committed to  
sustainable development



# **The commitment of the FH ORTHO Group to a prosperous future**

FH ORTHO is one of France's leading orthopedic companies. As such, we are a recognized player both domestically and internationally. We are therefore particularly sensitive to environmental issues and the challenges they present. We are convinced of the need to create the conditions for environmental success for our clients, employees, partners, and the communities where we operate. FH ORTHO's Corporate Social and Environmental Responsibility is a strategic pillar of our company's development, as you will see in this document.



## **Our reason of existence:**

**Improving patients' lives  
by providing quality  
products and first-class  
solutions today and  
tomorrow.**

# A strategy based on three pillars

The result of the involvement of all employees, this roadmap is structured around three pillars directly linked to our activities and the group's strategy.



## Preserving our environment

Responding to environmental emergencies is a major pillar of our ESG program. We have prioritized reducing our carbon emissions and the responsible management of the natural resources we use.

## Taking care of our employees

Our employees work daily to ensure the success of our development and to meet the challenges of tomorrow. Enabling them to work safely, promoting their well-being and professional development is a priority.

## Acting as a responsible corporate citizen

Mobilizing our employees and partners in service of the common good and the ethics of our relationships is part of our culture, whether for health or the environment.



# Preserving our environment

We saw the energy crisis as an opportunity to accelerate our transition. Our energy efficiency program includes investments and the implementation of policies that allow us to better control our energy, water, and raw material consumption. But investing alone isn't enough to guarantee results, and our plan also includes a human element: every action counts, and we are raising awareness among our employees about eco-friendly practices, optimizing our waste management, and digitizing processes to help them make this strategic shift.

Every day, our medical devices travel between our factory, our warehouses, and our customers. Our employees provide advice and expertise to healthcare professionals in France and abroad. To limit the impact of this transport on air quality and climate change, the Group is focusing its efforts on several key areas: greening its vehicle fleet, reducing travel, promoting teleworking, optimizing transport plans, and developing eco-friendly delivery solutions. To market its medical devices, the FH ORTHO Group must meet regulatory and contractual obligations, as well as customer requirements.

In addition to these, the Group has established internal requirements to reduce its exposure to the risks of non-compliance. Therefore, from research to production and delivery, FH ORTHO implements quality management systems that adhere to the highest European and international standards. These tools are part of a continuous improvement approach, the implementation and scope of which progress each year to strive for operational excellence.

***You will find further details in the chapter «Group Policies FH ORTHO».***



# Taking care of our employees

Attracting, retaining, and engaging our employees are crucial to the success of our corporate project. Faced with high employee expectations and a shortage of key skills, such as those related to healthcare professions, we have strengthened our recruitment policy and are creating customized training programs, like FH Academy, to develop our professionals. FH ORTHO is also implementing an ambitious apprenticeship program.

We are also committed to ensuring a motivating work environment for everyone: we are making progress in

increasing the proportion of women in management positions. Furthermore, health and safety, essential for employee engagement, are major priorities for FH ORTHO. The Group has invested heavily in training its teams to strengthen risk prevention. FH ORTHO leverages the innovative Welii platform, a web application providing advice on nutrition, health, and sports activities, to promote well-being. By 2025, all FHO (Head Office) employees will be using this tool, deployed to strengthen the prevention of physical and psychological risks.



# Acting as a responsible corporate citizen

The Group is committed to acting ethically in all circumstances. We rely on robust governance to evaluate and improve our systems. Our goal is to train all our employees on ethical issues so that everyone can best understand them in their daily roles. A Compliance Officer position has been created to strengthen existing whistleblowing mechanisms. This allows employees, as well as third parties, to confidentially and securely report any potentially reprehensible behavior or behavior incompatible with FH ORTHO's internal charters, policies, and regulations. A Code of Ethics and Professional Conduct known to all: our Code of Ethics formalizes our commitments wherever the

Group operates. Our Compliance Officer works continuously to strengthen our ethical framework, both in terms of prevention and detection.

We are continuing the operational rollout of our responsible purchasing policy, with the launch of action plans that incorporate social and environmental commitments. We are also working to strengthen dialogue with suppliers. Finally, through our purchasing, we aim to make a concrete contribution to reducing climate impact and ensuring product sustainability.

***You will find further details in the chapter «FH ORTHO Group Policies».***



## We are certified by ECOVADIS

For years, the FH ORTHO Group has integrated environmental and human aspects into its entire value chain. It is this approach to our activities that we continue to develop, because it is a powerful lever for innovation and performance for our group. The FH ORTHO Group is evaluated in numerous areas by independent organizations. This requirement allows us to strengthen our approach to continuous improvement on a daily basis. It is in this context that our ESG policy was recognized by EcoVadis, which evaluates more than 150,000 companies around the world.

The FH ORTHO Group obtained its first bronze medal in 2023 and a score of 56/100. In 2026, thanks to new field actions carried out, our score will improve significantly to now reach 62/100. In doing so, our sustainability practices set us apart in the medical device industry.

The assessment methodology covers environment, ethics, sustainable sourcing practices, labor and human rights.

**Our teams are  
proud of this result,  
which reaffirms our  
commitment.**



# FH ORTHO Group Policies

# Responsible Purchasing Policy

FH ORTHO promotes responsible purchasing practices that respect the environment, society, and the economy. This policy aims to integrate ethical, social, and environmental considerations into our purchasing processes, as well as the principles of the ISO 20400 standard. It is an evolving policy that reflects our commitment to a sustainable and ethical future. We encourage all our partners and employees to adopt and promote these principles, which we have outlined in a code of conduct that sets out the priority areas for responsible purchasing within our organization.

Our approach is inspired by international standards such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) conventions, the Organisation for Economic Co-operation and Development (OECD) conventions, and the United Nations Global Compact.

## Content:

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### 1. Goals

- **Reduce environmental impact:** minimize our carbon footprint and our consumption of natural resources.
- **Ethics and compliance:** respect human rights throughout the supply chain.
- **Local development:** support the local economy whenever possible.
- **Promote socially responsible purchasing:** prioritize social enterprises (SSEs) and sheltered workshops (ESATs) whenever possible.
- **Maintain a partnership with our suppliers:** respect, trust, and fairness.
- **Respect payment deadlines:** pay our suppliers on time.

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### 2. Purchasing Strategies

- **Selecting eco-responsible suppliers:** Carefully examine and prioritize suppliers who demonstrate a commitment to sustainability, particularly in waste sorting, recovery, and recycling.
- **Local purchasing:** Encourage the purchase of locally sourced products and services to reduce transportation-related emissions.
- **Assessing the full lifecycle costs and impacts:** Consider all cost components (don't just compare the price of the good or service, but include all additional costs).
- **Professionalism and ethics in the purchasing function:** Adopt ethical and responsible behavior towards suppliers.

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### 3. Concrete Actions

- **Training:** Train buyers on the principles of responsible purchasing.
- **Regular audits:** Ensure compliance with our values during supplier audits.
- **Awareness-raising:** Share our code of conduct with our suppliers and include a responsible purchasing clause in our contracts.
- **Active feedback from our suppliers:** Implement a system for collecting feedback from our suppliers on their relationship with FH ORTHO.

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### 4. Monitoring and Evaluation

- **Performance indicators:** Define key indicators to measure the effectiveness of our responsible purchasing policy.
- **Continuous improvement:** Regularly review and improve our policy to address new challenges and standards.

# Human Rights Policy

For over 60 years, FH ORTHO's story has been built on a deep commitment to innovation, quality of service, and sustainable development. This commitment to strong ethical and social responsibility values forms the foundation of our company culture and contributes to the group's long-term success. To ensure our continued growth, it is essential to guarantee that our practices adhere to the highest standards of integrity, responsibility, and respect for all our partners. This respect is reflected in concrete commitments to responsibility, through our Purchasing Code of Conduct, our Code of Ethics, and, of course, our respect for Human Rights.

## Respect for the principles of Human Rights

FH ORTHO is committed to respecting and promoting human rights, drawing inspiration from the Universal Declaration of Human Rights, the United Nations Convention against Corruption, the ten principles of the United Nations Global Compact, and the Diversity Charter.

As an international group, FH ORTHO is particularly attentive to the issues covered by the International Labour Organization:

- The prohibition of all forms of child labor and forced labor;
- The right to freedom of association and collective bargaining;
- The promotion of diversity and women's rights;
- Respect for the right of peoples to control their natural resources and the right to health.

## Respect for the laws

FH ORTHO operates in a large number of countries, representing a wide variety of cultures and legal systems. Whether as a company or as an individual, respecting the laws and regulations of the countries in which FH ORTHO operates is fundamental.

## Respect across the entire value chain

In order to respect these principles, FH ORTHO has included the issue of Human Rights in its interactions with the various stakeholders in its sector of activity:

- **Employees:** FH ORTHO promotes and respects the dignity and rights of its employees through a committed and responsible human resources policy and the dissemination of its Ethics and Compliance Charter to all employees. Ethics concerns the behavior of all FH ORTHO employees, worldwide, at all levels of the company, without exception. It applies to all FH ORTHO activities, from research, innovation, and product design to production and marketing, from human resources to operations, from administration and finance to sustainable development, communication, and digital initiatives. Each employee, as an ambassador and member of the FH ORTHO community, is committed to respecting these principles, both in spirit and in letter.

• **Business Partners:** Partners (manufacturers, suppliers, service providers, etc.) play a key role in the company's success. FH ORTHO is proud to work with suppliers in a mutually complementary and open manner. These relationships are based on the principles of impartiality, fairness, and loyalty. Our Purchasing Policy Code of Conduct and our Partnership Charter emphasize to our partners the importance that the FH ORTHO Group places on respecting laws and regulations relating to human rights and the fight against corruption.

• **Customers:** FH ORTHO strives to provide its customers worldwide with the assistance they need, meets patient requirements, and complies with the regulations in force in the territories where our devices are marketed. This relationship is based on trust and honesty. FH ORTHO therefore expects its customers to respect human rights standards in their respective activities.

• **Local Communities:** FH ORTHO promotes the highest standards in business conduct, including actions aimed at preventing corruption and money laundering. Corruption is unacceptable and does not reflect the FH ORTHO ethos. This harms the communities in which the company operates and society as a whole.

## Towards a movement of permanent progress

This policy must evolve continuously to adapt to the rapid changes in our environment. In this regard, we will conduct gap analyses on the topics identified as priorities, comparing the current situation with the policy requirements. If a gap is found between the observed reality and the policy requirements, we will implement corrective actions.

# Environmental Policy

By including social and environmental concerns in its governance model, the FH ORTHO Group is inspired by the Brundtland Report<sup>1</sup>: "Sustainable development is a mode of development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

Our conservation program includes investments and the implementation of a policy to better manage our energy, water, and raw material consumption. But investing alone is not enough to guarantee results, and our plan also includes a human element: every action counts, and every employee is made aware of eco-friendly practices, waste management optimization, and paperless processes to help us embrace this strategic shift.

## Building a lasting legacy for future generations

In a spirit of continuous improvement, the FH ORTHO Group pursues a proactive environmental policy within its sector of activity. Committed to positioning itself as an eco-responsible player, the FH ORTHO Group has implemented various measures aimed at controlling and reducing the impacts of its activities.

*"We do not inherit the earth from our ancestors, we borrow it from our children."*  
Saint Exupéry

## Mobility

In a context where pollution episodes and climate change are increasingly prevalent, the promotion of sustainable mobility is essential.

- The FH ORTHO Group has decided to take action by making its vehicle fleet more environmentally friendly by adopting low-emission hybrid or electric vehicles.
- The company's employees regularly use alternative modes of transport (carpooling with colleagues, public transport).
- The FH ORTHO Group reduces its travel by prioritizing alternative solutions (teleworking up to five days a week, new remote communication technologies, optimized meeting locations, reduced number of participants, etc.) which are often better suited to work-life balance.

## Production

- Controlling building energy consumption by prioritizing energy-efficient equipment and materials.

- Evolving processes to reduce water usage to an absolute minimum, maintaining facilities, and implementing early leak detection. Ensuring the safe disposal of wastewater from services.
- Managing production/storage waste: production chips and storage waste are sorted, recycled, and recovered. Developing partnerships with our raw material suppliers to ensure product quality and minimize environmental and health impacts.

## Quality of life at work

- Streamlining printing: reducing volume by digitizing all internal and external documents (except official paperwork), collecting and recycling consumables (paper, toner, cartridges), and reusing unused printed paper as scrap paper or notepads.
- Managing workstations: eco-friendly purchasing, planning for the end-of-life of equipment, and reducing the overall energy consumption of the equipment fleet (systematic programming of extended standby mode).

<sup>1</sup> The Brundtland Report is the common name given to a publication, officially titled Our Common Future, published in 1987 by the United Nations World Commission on Environment and Development, chaired by Gro Harlem Brundtland of Norway. Used as a basis for the 1992 Earth Summit, this report was the first to use the term «sustainable development.»

## Clients

- Reduce the volume of packaging: use PETG for recyclable blisters and cardboard for 100% recyclable cases made from materials that are themselves 90% recycled and 10% from sustainably managed forests.
- Optimize our delivery system from the production and/or distribution point to final delivery (consolidated delivery between the production and distribution points).
- We have chosen our carrier for France based on its environmental and ecological commitment (ISO 14001 certification).
- Our secondary and transport packaging is made of biomaterials, recycled materials, or materials labeled FSC or PEFC (or equivalent), and recyclable or reusable materials<sup>2</sup>.
- We offer a packaging method designed to limit the production of cardboard packaging<sup>3</sup>.

## Security

From research to production and delivery, the FH ORTHO Group implements quality management systems in accordance with the highest European and international standards (ISO 13485 AFAQ Certificate, ISO 13485:2016 GMED Certificate, ISO 9001 AFAQ Certificate). These tools are part of a continuous improvement approach, the implementation and scope of which progress each year to strive for operational excellence.

## Communication

To raise awareness among everyone, the Group communicates through several channels:

- This policy and a summary of the ADEME guide «Being Eco-Responsible at the Office» will be provided to new employees upon their arrival at the Group.
- The FH ORTHO Group promotes sustainable development values through its communications on its website.

2 • FSN Certification in 2022

• PEFC SP Certification 2022

• Certificate of compliance with environmental packaging decree 98.638

• Certificate for the use of recycled packaging

3 Carton size adapted to the size of the product and use of reusable transport boxes for loans and ancillary items.



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