

Össur's Human rights Policy

Össur's Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the UK Modern Slavery Act.

This Human Rights Policy ("Policy") applies to all persons employed by or affiliated with Össur, including employees, directors, business partners and agents, and is intended to promote honest and ethical conduct and establish a procedure for reporting concerns. All persons subject to this Policy are expected to be familiar with the Policy, and other relevant Össur policies and procedures.

Forced labor, child labor and Human Trafficking

The Company prohibits and does not tolerate any form of forced or child labor, human trafficking and modern slavery.

Equal Opportunities

Össur treats all employees with dignity and respect and encourage diversity. Össur prohibits any form of discrimination, including but not limited to race, color, creed, sex, religion, marital status, age, national origin or ancestry, physical disability, mental disability, military service, pregnancy, child birth or related medical condition, actual or perceived sexual orientation.

Rights of association and collective bargaining

Össur respects employees' right to bargain collectively without unlawful interference. Employees have the right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. If employees are represented by a legally recognized union, the Company is committed to bargaining in good faith with such representatives.

Health and safety

Össur provides a safe and healthy environment. Össur operates at all times in accordance with relevant health and safety standards, and all employees are committed to providing a safe and hazard-free workplace. Continuous improvement and preventive measures are the key to our safety program.

Work Environment

Össur provides a safe and drug-free environment and prohibits harassment and discrimination based on age, race, national origin, gender, religion, disability or any other protected characteristic.

Reporting Violations; No Retaliation

Any suspected violation of this Policy or general compliance concerns must be reported to Össur Global Compliance. Össur prohibits any retaliatory action against good faith reporting of actual or suspected violations.