

Human Rights Statement

SurgEase Innovations Ltd

Version 1.0 – Sep 2024

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1. Introduction

SurgEase Innovations Ltd (“We”) is a leading provider of innovative medical technology solutions that improve surgical outcomes. Our mission is to revolutionize patient care with cutting-edge medical devices and systems. We are dedicated to ethical business practices and respect for human rights in every aspect of our operations, from research and development to our global supply chain.

This Human Rights Statement builds on our commitment to upholding human rights as outlined in our Code of Ethics and supersedes all previous versions. It aligns with the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We aim to respect these international standards, even in countries where local laws may differ, whenever possible.

This statement applies to our operations and those of our subsidiaries worldwide.

2. Our Fundamental Principles and Expectations

2.1 Respecting the Rights of Our Patients

As a Medical Technology company, we prioritize patient safety and quality care by delivering superior products and services. Our commitment includes improving access to healthcare, ensuring patient safety, and continually innovating through research and clinical trials. SurgEase Innovations ensures that all patients, regardless of background, receive equitable treatment and care.

2.2 Providing Fair and Safe Working Conditions

We believe in creating a workplace where diversity and inclusion thrive. SurgEase Innovations upholds the principle of equal opportunity, where all employees are valued, respected, and compensated fairly based on their qualifications. We comply with all local employment laws and adhere to international labour standards on wages, working conditions, and occupational safety.

2.3 Respecting Freedom of Association and Collective Bargaining

SurgEase Innovations acknowledges the right of all employees to associate and engage in collective bargaining freely. Our employees have the freedom to join unions or other labor groups as allowed by local law, without fear of retaliation or discrimination.

2.4 No Child Labor, Forced, or Exploitative Labor

We strictly prohibit the use of child labour or any form of forced labour in our operations and supply chain. Employment with SurgEase Innovation is voluntary, and all employees have the freedom to leave their positions upon reasonable notice. We do not tolerate the withholding of

wages or any other coercive practices.

2.5 Protecting Personal Data and Privacy

SurgEase Innovations is committed to protecting the privacy of patients, employees, and other stakeholders. We strictly adhere to the UK General Data Protection Regulation (GDPR) and our internal Privacy Policy, ensuring that personal data is handled responsibly and securely.

2.6 Protecting the Environment and the Rights of Local Communities

We are committed to sustainable practices that minimise environmental impact. SurgEase Innovations works to protect natural resources, reduce pollution, and avoid any harm to local communities. We acknowledge the intrinsic connection between human rights and environmental sustainability, ensuring that our activities do not compromise local populations' access to clean water, food, and other essential resources.

2.7 Supply Chain Responsibility

Our suppliers are integral to our commitment to human rights. We expect them to comply with the standards set out in our Supplier Code of Conduct, including respect for labour rights and environmental protection. We require suppliers to demonstrate their adherence to these principles and take action where necessary to address any violations.

3. How We Implement Our Commitment

3.1 Governance and Strategic Pillars

Our Human Rights Due Diligence program is overseen by the SurgEase Innovations Senior Management Team, with operational responsibility assigned to the our Legal and Compliance Division. This team ensures that human rights are embedded in all aspects of our business, from procurement to patient care.

Our approach focuses on three key pillars:

1. Risk Identification: Understanding and addressing risks to human rights in our operations and supply chain.
2. Raising Awareness: Training employees and partners on human rights risks and responsibilities.
3. Continuous Improvement: Regularly reviewing and improving our human rights practices.

3.2 Risk Analysis and Focus Areas

We recognize the potential for human rights risks in our industry and conduct regular risk assessments to identify areas of concern. Our focus areas include:

- Patient Rights: Ensuring safety and ethical care for all patients.
- Working Conditions: Upholding fair labour practices in our global workforce and supply chain.
- Environmental Impact: Minimizing our environmental footprint in communities where we operate.

3.3 Preventive, Mitigating, and Remedial Measures

We implement policies and procedures to prevent human rights violations in our operations and supply chain. These include staff training, supplier audits, and corrective actions where violations occur. All employees are required to adhere to our Code of Conduct, and suppliers must meet the standards in our Supplier Code of Conduct.

3.4 Complaint Procedures

We provide several channels for reporting human rights concerns, including a confidential Compliance email channel. All reports are investigated, and appropriate remedial actions are taken to address verified issues. We ensure that individuals raising concerns in good faith are protected from retaliation.

3.5 Effectiveness Monitoring

To ensure the effectiveness of our human rights measures, we regularly audit our operations and supply chain. We also monitor complaints and remedial actions to improve our practices continuously.

3.6 Stakeholder Engagement and Transparency

We engage regularly with stakeholders, including employees, patients, and communities, to gather feedback and improve our human rights practices. We also publish annual reports on our human rights performance as part of our Sustainability Report, available on our website.

Conclusion

SurgEase Innovations Ltd is committed to upholding the highest standards of human rights in our operations and supply chain. This statement will be reviewed annually and updated as

needed to reflect our ongoing commitment to ethical business practices and sustainability.

Signed on behalf of the senior management team,

A handwritten signature in black ink, appearing to read 'Fareed Iqbal', written in a cursive style.

Fareed Iqbal
CEO