# CONMED CORPORATION HUMAN RIGHTS
# AND LABOR STANDARDS POLICY

CONMED Corporation, together with all of its subsidiaries (collectively, "CONMED"), is committed to the respect of human rights and upholding labor standards. As a medical device company, this respect and commitment is central to the success of CONMED's entities in all the communities in which we operate.

This Human Rights and Labor Standards Policy is aligned with the principles established within the Universal Declaration of Human Rights and in combination with CONMED's Mission Statement and Vision Statement, and reinforces the commitment to ensuring all internal and external stakeholders are treated with dignity and respect. As part of due diligence when entering into acquisitions, new operations and other contractual arrangements, CONMED seeks to abide by the requirements set out in this Policy to ensure any labor standards and human rights issues are identified and assessed. Likewise, our human rights and labor standards shall be incorporated into our Supplier Code of Conduct, which shall include an audit program which will seek to document compliance with suppliers' performance with respect to human rights compliance (including human trafficking, labor conditions and slavery).

CONMED's executive leadership is responsible for setting the ethical code and overseeing compliance. It is, however, the responsibility of each CONMED employee to adhere to these standards.

This entity level or company-wide Policy does not override specific policies, procedures, laws or regulations in the local jurisdictions, but instead serves to complement them. If there is a conflict between this Policy and a specific local policy, procedure, law or regulation, then this conflict should be referred to CONMED's General Counsel at corporate headquarters.

The purpose of this Policy is to set out the responsibilities of CONMED, its employees and associates in observing and upholding our principles with respect to labor standards and human rights.

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