

# **MODERN SLAVERY STATEMENT 2021**

## **I. INTRODUCTION**

This Modern Slavery Statement is made pursuant to section 54 of the Modern Slavery Act 2015. The Statement is issued on behalf of Laerdal Medical Ltd., UK organization number 0174966 as well as its parent company Laerdal Medical AS (limited company) Norwegian organization number 979 484 488 (“Laerdal”).

Laerdal recognizes that modern slavery, including human trafficking, forced labor, bonded labor, child slavery, and hazardous child labor can occur in every industry and sector.

Laerdal acknowledges and accepts its responsibility to take meaningful action to prevent slavery in any form, from occurring within our own organization as well as in our supply chain.

## **II. ORGANIZATION**

Laerdal is dedicated to its mission of Helping Save Lives. For more than 60 years, Laerdal has been a world leader in healthcare education, training, and therapy solutions.

Laerdal develops products, programs, and digital solutions designed to increase survival and improve patient outcomes. By implementing evidence-based solutions within the areas of resuscitation, patient safety, and global health, we help build competence of healthcare providers, educators, and lay rescuers. We address the changing needs of healthcare organizations within the areas of resuscitation, patient safety, and global health. Together with our partners, we believe we can help save one million more lives, every year.

Laerdal is a global organization, founded in 1940, with approximately 1700 employees, 35 of whom work in the UK sales office in Orpington. Global headquarters are in Stavanger, Norway where there are approximately 400 employees from over 40 countries.

There are sales offices in 25 other countries and factories in 4 countries.

Laerdal believes that the best way to achieve its mission is to work with partners and are proud to be associated with, among others:

- Save The Children
- Unicef
- USAID

- American Academy of Pediatricians
- British Heart Foundation
- American Heart Association
- National League of Nursing (US)

Read more at: [About Laerdal Medical](#)

### **III. SUPPLY CHAIN**

Laerdal’s internal supply chain consists of factories in Monterrey, Mexico; Gatesville, Texas; Stavanger, Norway and Suzhou, China.

Warehouse and distribution centers are situated in the US, Norway, UK, Netherlands, and China.

Laerdal’s external supply chain is fairly complex due to the diverse nature of our products which include medical therapeutic and training and simulation products. Laerdal has approximately 700 total suppliers of components and finished products across a variety of industry sectors and geographic locations.

### **IV. OUR POLICIES**

Laerdal is committed to the highest standards of corporate responsibility in general, and the elimination of modern slavery in particular.

Our commitment is based on the internationally agreed principles for sustainable development around human rights (including labor rights), the environment (including climate), and anti-corruption. The principles are listed by the UN Global Compact to which Laerdal is a signatory. They are made operational through the UN Guiding Principles on Business and Human Rights (“UNGPs”) and the OECD Guidelines for Multinational Enterprises (“OECD”).

Specifically:

1. **Laerdal’s Code of Conduct** which applies throughout the organization guarantees:

- a workplace free from forced or involuntary labor,
- a workplace free from child labor, and
- compensation to employees which complies with all applicable wage laws relating to minimum wages, overtime hours and legally mandated benefits.

[Laerdal Medical Code of Conduct](#)

2. **Laerdal’s Policy on Anti-Slavery** specifically recognizes and addresses the issues related to modern slavery.

[Laerdal Medical Anti-Slavery Policy](#)

- 3. Supplier Code of Conduct** Laerdal requires all suppliers to submit a company code of conduct confirming their commitment to corporate social responsibility (including clauses similar to those mentioned above in Laerdal's own Code of Conduct).

The **Laerdal Medical Code of Conduct for Business Relationships** was approved in May 2021 and will replace the Supplier Code of Conduct when rolled out in fall, 2021. The code will apply to suppliers and all other companies with whom Laerdal has a business relationship.

In addition to its broader application, the Code has a greater emphasis on social responsibility in general and human rights and working conditions in particular.

- 4. Laerdal's Whistleblower Channel and Policy**

Laerdal encourages all (employees, customers, suppliers and external parties) to report issues of concern that may include violations of any of the ethical commitments in areas such as the environment, human and labor rights, equality and diversity, health and safety, business ethics, anti-corruption, conflict of interest and professional behavior.

[Whistleblower Channel](#)

- 5. Sustainability Report**

Laerdal publishes an annual Sustainability Report documenting its progress towards its ambitious goals of becoming carbon neutral, developing more circular solutions, and adhering to the UNGPs and OECD guidelines throughout its business and supply chain by 2030.

[Sustainability Report 2020](#)

## **V. DUE DILIGENCE**

- 1. New Supplier Qualification and Approval**

Laerdal's due diligence efforts begin during the initial supplier qualification and approval process. Responsible sourcing representatives take industry sector and geographic location of the supplier (among other factors) into consideration when assessing initial risks and appropriate mitigating controls if the supplier is approved.

Efforts are made to approve suppliers in countries and/or regions which Laerdal is familiar with and which pose lower risks in general and specifically in regard to social responsibility including human rights abuses.

On-site qualification audits are required for suppliers of components to medical devices and finished medical devices. As part of those audits, sourcing responsible parties observe working conditions and may ask for documentation of working hours, overtime, training and other work-related elements.

All potential suppliers are required to have a code of social responsibility or sign off on Laerdal Medical's Supplier Code of Conduct in order to be approved as a Laerdal supplier.

## **2. Supplier Selection for a New Sourcing Event**

When selecting a supplier for a new sourcing event, sourcing responsible parties first consider previously approved suppliers. This serves to keep the number of suppliers stable and also reduce the risks in all areas as Laerdal is familiar with the suppliers' modus operandi in their respective industry and in regard to social responsibility.

## **3. Supplier Follow-Up and Evaluation**

Laerdal processes require regular follow-up and evaluation of suppliers, the frequency of which depends on a variety of risk factors.

On-site audits are one tool used by sourcing representatives on an annual basis to follow up and evaluate selected suppliers. Unfortunately, these audits have been suspended over the past 18 months due to the pandemic.

Laerdal is currently in the process of developing a questionnaire for selected suppliers (based on risk analysis) to complete as part of the annual evaluation process. The questionnaire will emphasize supplier efforts and actions in all areas of social responsibility including human rights and OECD guidelines. The questionnaire will also ask for input regarding similar information for our suppliers' key trading partners.

# **VI. COMPETENCY AND TRAINING**

## **1. Sourcing Responsible Parties**

Laerdal's sourcing responsible parties receive training in all relevant processes and those processes include recognizing, evaluating and mitigating risks related to supplier working conditions and human rights compliance.

Responsible parties shall also receive training in the Laerdal Code of Conduct for Business Relationships and new supplier questionnaire when they are implemented.

## 2. Company-Wide Training

All employees receive training in the Laerdal Code of Conduct as part of the onboarding process. That Code, as mentioned above includes sections related to working conditions.

However, in light of the increased importance and focus on modern slavery and other social responsibility issues, Laerdal intends to start the process of developing appropriate, focused training programs to increase awareness and competency in these specific areas.

## VII. CONCLUSION

Laerdal believes that its mission, processes, modus operandi and focus on working with stable, well-established suppliers in low-risk geographic locations has significantly reduced the risk of modern slavery in our organization and supply chain.

In fact, Laerdal is pleased to confirm that it has never discovered any actual or suspected cases of modern slavery in its organization or supply chain.

However, we will not rest on our laurels. Laerdal must and shall be vigilant and improve in those areas which require more focus (mentioned above) to ensure that modern slavery never occurs within our business operations or with those we do business with.

Laerdal Medical Ltd., (UK)

23.08.2021

Dated: \_\_\_\_\_

Signature: \_\_\_\_\_

DocuSigned by:  
*Marco Grit*  
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Marco Grit

Managing Director

Laerdal Medical AS (Norway)

20.08.2021

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

DocuSigned by:  
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Alf-Christian Dybdahl

Chief Executive Officer