

## Modern Slavery Statement 2019

This statement is made pursuant to s.54 of the Modern Slavery Act 2015. It describes the steps that Ivoclar Vivadent AG ("Ivoclar Vivadent") has taken and implemented to ensure that modern slavery or human trafficking does not take place within the organization or its supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labor.

Ivoclar Vivadent pursues a zero tolerance approach towards any form of modern slavery. Ivoclar Vivadent is committed to acting ethically and with integrity and transparency in all business matters. Effective systems including internal and external controls have been introduced, which help to ensure that modern slavery cannot take place within our organization or within our supply chain.

We communicate our commitment requirements in this respect to all suppliers and contractual partners at the outset of our business relationship with them, and we reiterate them whenever appropriate thereafter.

### Business model

Ivoclar Vivadent is a Dental Business Manufacturer with more than 3,500 employees worldwide including the UK. The company develops, produces and distributes dental materials and equipment for business customers throughout the world.

### High risk areas

The key risk areas related to the Modern Slavery Act 2015 are found in the relationships with the suppliers. However, with its subsidiaries throughout the world, Ivoclar Vivadent also has responsibilities as an employer.

Therefore, Ivoclar Vivadent itself only employs members of staff in line with the local and international employment standards and the Modern Slavery Act 2015.

### Our policies, guidelines and principles:

We have implemented internal policies, guidelines and principles to ensure that we are conducting business in an ethical and transparent manner. This includes (but is not limited to):

1. Corporate Responsibility: Ivoclar Vivadent takes corporate citizenship very seriously. In addition to pursuing commercial goals, the company consistently fulfils ecological, social and ethical commitments for the benefit of its customers, partners, employees, stakeholders and the environment, and it continuously develops its practices.
2. Code of Business Conduct: The Code of Business Conduct (CoBC) sets out the standard for the relations with stakeholders inside and outside the company and explains the manner in which Ivoclar Vivadent behaves as an organization. Furthermore, it determines the conduct expectations for its employees and its suppliers.
3. Third-Party Due Diligence: Ivoclar Vivadent AG and its affiliates carefully select their contractual partners. They undertake to conduct appropriate due diligence when engaging new suppliers and contractors.
4. Supplier Code of Conduct: This code obliges suppliers to confirm in writing their compliance with statutory obligations such as employment laws, anti-discrimination legislation, etc., including the Modern Slavery Act 2015 principles.
5. Recruitment principles: Ivoclar Vivadent operates with a robust recruitment policy throughout the Ivoclar Vivadent Group in order to avoid human trafficking or individuals being forced to work against their will. The company will only employ members of staff in line with employment laws, anti-discrimination rules, prohibition of child labour policies and other applicable requirements, including those related to the Modern Slavery Act 2015.  
If Ivoclar Vivadent uses an external recruitment agency, it will always verify the practices of the agency before engaging staff with its assistance.
6. Whistleblowing principles: the organization has established a whistleblowing system so that all employees as well as third parties know that they can raise concerns about the treatment of associates or the practices within the business or supply chain, without fear of reprisals.

### Suppliers

Ivoclar Vivadent regularly reviews the company's supplier requirements and the due diligence process. It will conduct training courses for its purchasing staff so that they will understand the signs of modern slavery and know what to do if they suspect that it is taking place within the company's supply chain.

The Supplier Code of Conduct shall be a part of the supply contract. Suppliers are required to confirm that none of their business operations contradicts these principles.

### Performance indicators

Ivoclar Vivadent will know that it has taken effective steps to ensure that slavery and/or human trafficking is not taking place within its business operations or its supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified;
- No reports are received from our internal audits that modern slavery practices have been identified;
- No suspicions come up that modern slavery practices are taking place as a result of the reviews of our existing suppliers.

Approval of this statement

This statement was approved by the Corporate Management on 05.06.2019

**Ivoclar Vivadent AG**



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CEO



Franz Berger  
CFO