Ivoclar Vivadent AG

Modern Slavery Statement 2020
(under UK Modern Slavery Act 2015)

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 of the United Kingdom.

It describes the steps that Ivoclar Vivadent AG and its subsidiaries ("Ivoclar Vivadent Group") has taken and implemented to ensure that modern slavery or human trafficking does not take place within the organization or its supply chain.

The Ivoclar Vivadent Group has clear expectations about the treatment of our associates, which are based on the principles of respect, decency and professionalism as well as local and international labor law and labor principles. It is committed to compliance based on inacceptance of bullying, harassment and discrimination, which is also stated clearly in our Code of Business Conduct 2020.

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

The Ivoclar Vivadent Group 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.

There is also the possibility for everyone globally to report any kind of misconduct related on human rights violations, accessible under https://www.bkms-system.ch/ivoclarvivadent.

Our business and our organization structure

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

The Ivoclar Vivadent Group has its Headquarter in Schaan, Liechtenstein, Europe and has subsidiaries all over the world (including a Marketing Organization in the UK for the UK market. Sales activities are carried out directly or indirectly using the services of distributors (depending on the local requirements and specifics).

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.
Risk areas for slavery and human trafficking

The key risk areas related to Modern Slavery are found in the relationships with suppliers. Therefore we focus on the "Know your Business Partner" principle to ensure that our business partners and suppliers meet the basic requirements we set in force by making our "Supplier Code of Conduct" obligatory for them.

However, with subsidiaries throughout the world, the Ivoclar Vivadent Group also has responsibilities as an employer. Therefore, we only recruit and employ staff members in line with the applicable local and international employment standards and the Modern Slavery Act requirements.

Our policies, guidelines and principles

Respect and support for the protection of human rights is relevant to all aspects of our business. We have implemented internal policies, guidelines and principles to ensure that we are conducting business in an ethical and transparent manner. These procedures are evolving and include (but are not limited to):

1. Corporate Responsibility: The Ivoclar Vivadent Group takes corporate citizenship very seriously. In addition to pursuing commercial goals, the company consistently fulfills 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 2020: 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 expected of its employees and suppliers and reflects the basics for the interaction between each other.
3. Third-Party Due Diligence: the Ivoclar Vivadent Group 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 principles.
5. Recruitment principles: the Ivoclar Vivadent Group operates with a robust recruitment policy throughout all affiliates 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 labor laws, anti-discrimination rules, prohibition of child labor and other applicable requirements, including those related to the Modern Slavery Act principles.

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, which is available globally, 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. This system is available under https://www bkms-system.ch/ivoclarvivadent. Also implemented is an non-retaliation principle to ensure that whistleblowers are protected when raising concerns in good faith.

Suppliers

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

The Supplier Code of Conduct is a regular 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 of the Ivoclar Vivadent Group on 26.8.2020

Ivoclar Vivadent AG

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Diego Gabathuler
Chief Executive Officer