The United Kingdom (UK) Modern Slavery Act of 2015 require certain businesses to provide public disclosures regarding efforts to eradicate slavery and human trafficking from their supply chains.

Medtronic is a global leader in medical technology, services and solutions. It develops and manufactures devices and therapies to treat various health conditions and include cardiac devices, cranial and spine robotics, insulin pumps, surgical tools, patient monitoring systems, and more. Medtronic strives to conduct its activities in a manner that reflects its Mission and Code of Conduct – which includes being a good corporate citizen, dealing fairly in business, behaving ethically, upholding human rights, supporting a safe and healthy workplace, doing business in an environmentally responsible manner, and complying with applicable law. We are committed to ensuring that our supply chain reflects our values and beliefs by conducting business in ways that are consistent with Medtronic’s applicable policies and practices.

Employees of Medtronic and its external suppliers are required to adhere to the Medtronic Code of Conduct and Supplier Quality & Excellence Manual, respectively. The Manual states the following:

We aim to be a positive social presence in every community where we work. We promote basic human rights by following applicable local labour laws, and we do not allow child or forced labour by our Company or suppliers. We also follow all applicable wage and hour laws, including minimum wage, overtime and maximum hour rules.

- Medtronic is addressing the requirements of the UK Modern Slavery Act by: Verifying certain product suppliers by evaluating and addressing risks of human trafficking and slavery through the following mechanisms:
  - Adopting the Global Human Rights and Labor Standards Policy that prohibits the use of slavery and human trafficking in Medtronic and supplier facilities.
  - Adopting the Global Anti-Human Trafficking and Forced Labor Policy that reinforces the company’s commitment to prohibit the use of human trafficking, slavery, and forced labour in Medtronic and supplier facilities. (Policy available in Global Human Rights Program Report)
  - Publishing the Global Supplier Standards that set expectations for Medtronic suppliers’ social, environmental and business conduct.
  - Establishing Medtronic Global Supplier Standards Compliance program to monitor and verify certain suppliers’ compliance with Medtronic standards through desk-top and on-site audits.

- Requiring certain suppliers to certify that they comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business through, for example:
  - Incorporating social responsibility and environmental criteria in its supplier selection and management processes. The Global Supplier Standards, for instance, have been included in purchase order terms and conditions as well as certain supplier agreements.
• Requiring certain suppliers to adhere to all applicable laws relating to labour, environmental, health/safety and ethics, and by way of example and without limitation, Medtronic’s Code of Conduct, Global Human Rights and Labor Standards Policy.

• Maintaining internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking through, for example:
  
  o Establishing the Global Human Rights Program that is aligned with Medtronic’s Mission and in response to issues that are material to the company and its key stakeholders. The program addresses human rights and labour standards issues, risks, and performance in Medtronic’s operations.
  
  o Establishing the cross-functional Human Rights and Labor Standards Council, which serves as a forum for addressing human rights and labour standards issues, risks and performance in company operations and through certain suppliers.
  
  o Requiring all employees to adhere to all applicable laws relating to labour, environmental, health/safety and ethics, and by way of example and without limitation, Medtronic’s Code of Conduct, Global Human Rights and Labor Standards Policy.

• Requiring comprehensive Responsible Supply Management awareness training for employees with direct responsibilities for supplier selection and management. This training includes an overview of potential human rights and labor standards issues, the details of the Global Supplier Standards and supplier compliance requirements, as well as supplier selection and management best practices.

This statement applies to Medtronic as well as all of its member companies, including Medtronic Limited, which acquire products from its affiliates and distributes them in the UK.

Jackie Fielding

Vice President Medtronic UK & Ireland