

## Modern Slavery Act Statement - 2021

As an official announcement from LyncMed, this Statement is published strictly according to related Anti-Slavery Policy from International Labour Organization(ILO) . We are and will continue to be a strong supporter of ethical business conduct in our operations and supply chains and in the international efforts to abolish all forms of modern slavery. And this statement can be accessed via a link on our public website lyncmed.com.

Modern slavery is a comprehensive term that covers forced and compulsory labour, indentured child labour, servitude, human trafficking and similar violations. These are violations of human rights such as the right to be free from slavery, servitude or forced labour and the right to freedom of movement and other human rights, which are upheld by both international and national legislation.

LyncMed fully supports objectives and is committed to ensuring our supply chains and business activities are free from ethical and labour standards abuses.

Steps taken to date include:

- Appropriate due diligence process. LyncMed is on the way to be a public company which makes sure our organization and financial totally qualified and keeping improved based on yearly due diligence.
- Ethical management of all branches. The CEO as a Buddhist believer, always considers employee's feeling and social responsibility first when making big decision.
- Proper recruit. Comprehensive understanding for each candidate, basically with higher education and some with overseas study experience.
- Regular training. Supplying chain team, Regulatory team and QC team holding particular training regularly.

In daily operation, management board of LyncMed provides overall advice and analysis in respect of LyncMed's compliance with applicable laws and regulations (including the Modern Slavery Act) and internal policies and procedures (including LyncMed's Code of Business Conduct & Ethics and our Slavery, Child Labour and Human Trafficking Policy) and oversee any investigation as appropriate.

Additional support in respect of the Group's efforts to manage its Modern Slavery risks and compliance is also provided by regulatory team.



↑ Paul Wang, CEO and Managing Director

Our Slavery, Child Labour and Human Trafficking Policy is in line with the terminology of the Modern Slavery Act. Accordingly, our policy prohibits the use of child or forced labour in our business and any involvement by LyncMed with organisations that support prohibited labour practices or human trafficking. This policy works in conjunction with LyncMed's Vision and Values and Code of Business Conduct and Ethics.

We intend to complete the roll out of our Supplier Code to our supply chain, maintain and enhance where possible our participation in international forums regarding human rights, and continue to promote and support further efforts to reduce the risk of modern slavery.

These Codes are underpinned by our adherence to several important internationally recognized declarations, standards and principles, including:

- The UN Universal Declaration of Human Rights
- The Base Code of the Ethical Trading Initiative (ETI)
- The International Labour Organization (ILO)

Declaration on Fundamental Principles and Rights at Work

- UN Guiding Principles on Business and Human Rights
- The UN Global Compact ten principles



↑ Factory building



↑ Head office

We place specific requirements on all our business partners, and they are required to sign and implement our Sustainability Commitment for Business Partners. This commitment clearly states that: “forced labour, bonded, prison or illegal labour is not accepted. If contracted labour is hired, the employer is responsible for payment of employment eligibility fees of contract and/or foreign workers, including recruitment fees. Employees shall not be required to lodge ‘deposits’ or identity papers with their employer and shall be free to leave their employment after reasonable notice. The employee’s freedom of movement is not restricted. No part of their wages is withheld.”

#### Supplier Compliance Audits

Before conducting business with LyncMed, each contracted factory must undergo a Factory Compliance Audit. Our on-site audit process includes scheduled and unannounced audits by our trained factory compliance auditors and third-party auditors. We use our own trained factory compliance auditors as well as accredited third-party auditors to assess vendor compliance with our Terms of Engagement and Global Compliance Principles. We inspect for evidence of health and safety concerns, wage and social compliance, forced labor and human trafficking, child labor issues, harassment-free workplace policies, and environmental issues. Regarding forced labor, our audits look for recognized indicators, including excessive recruitment fees, absence of formal contracts, document retention, excessive working hours, payment of on-time wages and restrictions on freedom of movement.

#### Internal Training

LyncMed associates are required to complete online and facilitator-led training on our Code of Business Conduct during their first 30 days and sign an agreement to abide by its principles, including those related to modern slavery. For our associates and management who have direct responsibility for monitoring, auditing and enforcing our Global Compliance Principles, we provide additional training conducted by our staff or a third party. Training includes topics such as identifying child labor, involuntary or forced labor and preventing human trafficking.



**Glocal Linker, Healthcare Better;  
Dream Maker, Win Together**

LyncMed is committed to the goal of respect for human rights and a world free of slavery, and in furtherance of this goal, we will make efforts that extend beyond our own immediate organizational interests. Not only will we continue to set internal goals, we will also participate in building external standards and providing education so that momentum not only builds in our sphere of business influence but beyond, fully aligned with our purpose of shaping a more sustainable future with the world's leading organization.

Our Modern Slavery statement outlines the approach we've taken, and continue to take, to make sure that modern slavery or human trafficking is not taking place within our business or supply chain. We have a zero tolerance approach to any form of modern slavery (slavery, servitude, human trafficking and forced labour).

LyncMed takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act.



Signed for and on behalf of Lyncmed Technology International Limited

A handwritten signature in black ink, appearing to read "Paul Wang".

A second handwritten signature in black ink, appearing to read "Paul Wang".

Paul Wang

CEO and Managing Director

Lyncmed Technology International Limited

June 2021

**Make healthcare accessible for everyone**