

Statement on Modern Slavery and Human Trafficking

Ottobock has a zero-tolerance approach to modern slavery.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure, in so far as we are able, that modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We want our customers to be confident that our business treats our employees fairly, respecting human rights, and ensuring that they are not exposed to any unsafe working practices. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

About Ottobock

For more than 100 years, Ottobock has been developing innovative fitting solutions for people with reduced mobility. As a Human Empowerment Company, Ottobock promotes freedom of movement, quality for life and independence.

This is supported by more than 9,000 employees. With innovative power, outstanding technical solutions and services in the fields of Prosthetics, Orthotics, NeuroMobility and Patient Care, they enable people in more than 130 countries to live their lives the way they want them to. As the world market leader in technical orthopaedics, the company founded in 1919 is constantly setting new standards and pushing ahead with the digitalisation of the industry – together with its partners, the medical supply companies and international research institutions. Since 2018, Ottobock has been transferring its expertise in biomechanics to exoskeletons for ergonomic workplaces. The international activities of the company are coordinated from the headquarters in Duderstadt/Germany.

Rules & Responsibilities

At Ottobock, the corporate headquarters establishes policies and directives that apply to all Ottobok subsidiaries and companies, including those related to combatting modern slavery and respecting [human rights](#). These policies and processes are made available to all internal and external stakeholders in an appropriate form and published on the intranet and on our [company website](#), among other places.

The Executive Board has overall responsibility for ensuring that this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

All Ottobock companies have primary and day-to-day responsibility for implementing this policy and dealing with any queries about it.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Employees are encouraged and expected to report any suspected incidents of modern slavery through the established compliance channels, which are clearly communicated within the organization. Our [Whistleblowing Unit](#) is intended to give all employees, customers and business partners the opportunity to report compliance violations, including human rights issues such as slavery or human trafficking.

Supply chain due diligence

We expect our suppliers and business partners to act responsibly as well. Relevant obligations are anchored in the global [Supplier Code of Ethics](#), the supplier self-disclosure, the essential model contracts and our Purchase and Delivery Conditions. Supplier approval at Ottobock is handled by Supplier Quality Engineers (SQEs) in the Global Procurement department.

Our Supplier Code of Ethics considers the universally recognised principles of the United Nations Global Compact and international standards on human rights, labour standards, environmental protection and the fight against corruption.

To identify and address potential human rights risks (including the risk for modern slavery and human trafficking) in our own operations and supply chains, we fully comply with the [German Act on Corporate Due Diligence Obligations in Supply Chains](#). Our "[Declaration of Principles on Respect for Human Rights](#)" and the "[Rules of procedure concerning complaints in accordance with Section 8 of the German Supply Chain Act](#)" outline the respective procedures.

As a matter of course, we fully expect our supplier to operate in full compliance with all applicable laws. We will not work with any organisations who have been found to be knowingly involved with any form of human trafficking or slavery, and a failure by a supplier to comply with applicable laws would be a justifiable reason for such relationship to be reviewed and potentially terminated.

Review & reporting

Respect for human rights is an important contribution to achieving the United Nations Sustainable Development Goals (SDGs).

We regularly review our strategic approaches, policies as well as processes and report regularly and transparently on our progress and developments in our [sustainability reporting](#).



Oliver Jakobi
CEO/CSO

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