

Stryker's Animal Welfare Directive

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Ethical commitments regarding animal research

Stryker recognizes two interrelated ethical commitments in the context of medical technology development: one to human patients and a second to animals that may be used in product development and lifecycle management.

We respect and abide by:

- An ethical commitment to provide safe and reliable products to patients
- An ethical commitment to limit animal involvement in products to only that which cannot be achieved through other means or is required by regulatory authorities

To these ends, Stryker supports the use of animals in research only when other scientific or regulatory alternatives are not available or possible. The company will pursue and preferentially use alternative test methods to minimize or eliminate the need for animals whenever possible.

Stryker will ensure that all animal research conducted under its direction conforms to the tenets outlined in this document and that animals are treated humanely whenever they are involved.

Limitations of animal use

In accordance with our ethical commitments, animal research within Stryker's businesses is limited and is conducted only under specific circumstances.

To the fullest possible extent, Stryker conducts animal research only to understand and minimize risks of our devices to patients and users when other means are insufficient, which generally concurs with health authority requirements. Animal research may be used when necessary to meet regulatory requirements for product authorization, to establish the clinical health benefits ultimately derived from products, or to test the potential impact of its medical technologies in a post-market environment.

Principles of animal use

Stryker also affirms a commitment to the 3 Rs: replace, reduce, and refine, as first published by Russel and Burch in 1959 and now widely accepted. This is defined as:

- Replace: In all ways where possible, use non-animal methodologies to generate data instead of animals.
- Reduce: Use methods which achieve a comparable level of information from fewer animals or gather more information from the same number of animals.
- Refine: Ensure that animal pain, suffering, and distress are minimized, and that wellbeing is enhanced.

In closing, Stryker will limit the use of animals everywhere possible. When animal research does occur under its direction, Stryker will ensure that all animal research conforms to the principles outlined here and follows all applicable laws and regulations.