

UK Modern Slavery Act Disclosure: Fiscal Year 2019

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 (the "Act") and constitutes the Modern Slavery and Human Trafficking Statement for the financial year commencing 01 January and ending 31 December 2019 for Stryker Corporation ("Stryker") on behalf of itself and those of its affiliates that are subject to the Act.

Stryker is one of the world's leading medical technology companies and, together with our customers, is driven to make healthcare better. We offer innovative products and services in Orthopaedics, Medical, and Surgical, and Neurotechnology and Spine that help improve patient and hospital outcomes.

Stryker is headquartered in Kalamazoo, Michigan with sales offices located in the UK and throughout the world. Our commercial division headquarters and internal manufacturing sites are primarily located in North America and Western Europe. Our direct supply chain consists of several thousand suppliers also located primarily within North America and Western Europe. The majority of these suppliers have been long term partners of Stryker that help us meet the evolving needs of our customers.

Stryker is committed to maintaining a safe work environment and managing our affairs ethically, lawfully, and to the highest standard of business conduct. All directors, officers and employees are required to act in compliance with the [Stryker Code of Conduct](#), which aligns directly with our [Mission and Values](#). Violations of our Code of Conduct policies will not be tolerated and will result in disciplinary action, including termination of employment where appropriate. We expect our employees to utilize our [Ethics Hotline](#) to anonymously report any suspected misconduct or unlawful activity so that it can be properly investigated and remedied.

Stryker also believes in the protection of human rights within our global supply chain. The Stryker [Supplier Code of Conduct](#) communicates the expectations we have for our suppliers in several key areas and specifically includes the prevention of acts of modern slavery. Violations of applicable law, including the use of child and compulsory labor, slavery and human trafficking, and unsafe or hazardous working conditions are strictly forbidden. In the past year, we continued to publicize our Supplier Code of Conduct standards through communications and awareness building with our supplier facing resources with the expectation that they educate and manage their suppliers accordingly. As stated in the Supplier Code of Conduct, our suppliers understand that we have the right to terminate our relationship with them if they fail to comply with these standards.

In 2019, we visited a large portion of our direct supply base for general business and quality audit purposes which included interactions with employees in the production areas of those suppliers. To educate the Stryker employees involved in these site visits, we implemented a training module that focused on the identification, reporting, and prevention of modern slavery and the role these employees play while on site at a supplier. We also monitor reports such as the Global Slavery Index in order to understand regions and industries at most risk for acts of modern slavery and assess any implications that could have on our supply base. With our focus on continuous improvement, we are evaluating additional risk monitoring options utilizing third-party partnerships and internal resourcing as a component of our overall supplier risk process.

Through these efforts we remain committed to playing our part in preventing any act of modern slavery within our global supply chain.



Peter Bradley
Vice President & Managing Director
Stryker UK & BeNeNord