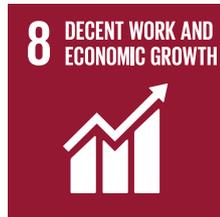




MODERN SLAVERY STATEMENT 2019

INTRODUCTION

Medline is aware that slavery, forced labour and human trafficking are critical human rights issues. We monitor our own internal operations as well as those of our suppliers to prevent and address such abuses of workers' human rights. In doing so, we aim to make a real and meaningful contribution towards the fulfilment of the United Nations Sustainable Development Goals, in particular:



Section 54 of the United Kingdom's Modern Slavery Act 2015 does not apply to Medline. Nevertheless, with this statement we describe the steps we take to combat slavery, forced labour and human trafficking. **This statement applies to our 2018 financial year, which ran from 1 January 2018 to 31 December 2018.** It is publicly available on our website and is also published in our European Sustainability Report.

OUR ORGANISATIONAL STRUCTURE

Medline Industries, Inc., is a fourth generation, family-owned company that is the largest privately held manufacturer and distributor of healthcare supplies and services (e.g. exam gloves, protective apparel, packs and gowns, and surgical trays) in the United States of America. Our global headquarters are located in the United States in Northfield, Illinois.

Medline International B.V. ('MIBV') is a wholly owned subsidiary of Medline Industries, Inc. MIBV's corporate offices in the Netherlands serve as our international headquarters, overseeing all operations in Europe, Japan, East Asia, Australia and New Zealand. Through various local country subsidiary entities of MIBV, the Medline group operates assembly/manufacturing facilities, distribution centres and sales/distribution offices. Medline Industries Limited is the United Kingdom entity through which our local sales/distribution business in the United Kingdom is conducted.

974
employees
in Europe

5
distribution
centres in Europe

550,000
medical and
surgical products
globally

29
countries where
customers are
served in Europe

3
manufacturing
locations in Europe

US\$11.5B
in global company
sales

OUR COMPANY POLICIES

Medline is committed to legally compliant, ethical and socially responsible business and employment practices. Relevant group-wide policies in our global Ethics and Compliance Programme are our:

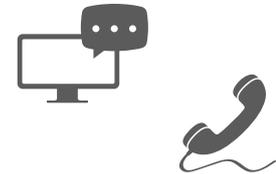
- » [Supplier Code of Conduct](#)
- » [Employee Code of Conduct](#)
- » Non-Retaliation Policy

We base our policies on principles in international agreements, such as International Labour Organization (ILO) conventions and the United Nations Universal Declaration of Human Rights. We also comply with local laws and regulations at national and subnational levels in the various countries where we operate.

Grievance mechanisms

Concerns and complaints can be raised confidentially:

- » **In writing**, through our dedicated online portal, called [Open Talk](#)
- » **Verbally**, via our 24/7 toll-free hotline
 - Calls originating inside the United Kingdom: 0800-032-8483
 - Additional phone numbers per country are listed on Medline's [Open Talk](#) website



The collective Open Talk platform (online portal and toll-free hotline) is also referred to as the Medline Ethics and Compliance Helpline. The **Medline Ethics and Compliance Helpline** is global in scope and can be used by internal parties (our employees), as well as external parties (including our suppliers and their workers).

OUR DUE DILIGENCE PROCESSES

Our Suppliers

Medline's supply chain

We have a diverse and complex product supply chain spanning hundreds of finished goods suppliers in more than 30 countries worldwide. The labour and human rights risk profile of these suppliers varies, depending on factors such as:

- » The country/region in which the supplier is located
- » The type of product manufactured



We are committed to ensuring that workers in our supply chain are treated with dignity and respect. Medline's Supplier Code of Conduct explicitly prohibits slavery, involuntary labour and child labour in our supply chain. Our Supplier Code of Conduct also sets out the minimum standards that Medline expects its suppliers to adhere to regarding wages and benefits, worker health and safety, and working hours. We have a zero tolerance policy and if we become aware of slavery, forced labour and human trafficking in our supply chain, we will terminate the business relationship with that supplier.

Since 2010 we have conducted social compliance audits of suppliers' factories in line with the SA8000 standard. The SA8000 standard is an internationally recognised verification system for ensuring fair and safe working conditions. It applies to labour and human rights issues such as: child labour, forced or compulsory labour, human trafficking, working hours, working conditions and remuneration.

Between 2015 and 2018, our internal auditors conducted 370 social compliance audits in Asia. No occurrences of slavery, human trafficking and forced labour in Medline's supply chain were found by our auditors.

Our Employees

Medline's recruitment and employment policies, as well as our Employee Code of Conduct, are enforced by local human resources representatives at all our factories, distribution centres and sales offices around the world. National labour authorities are entitled to conduct inspections and audits at any time in any of our facilities to screen for labour issues, including slavery, forced labour and human trafficking.

All employees in our global operations are encouraged to report any concerns they may have about potential labour and human rights abuses, and our reporting systems are designed to protect them from retaliation. Furthermore, employees in relevant functions (e.g. quality assurance) are trained annually on topics that include slavery, forced labour and human trafficking.



Tripp Amdur
Group President

ADDITIONAL INFORMATION

- » Visit our [website](#)
- » Download our annual [Sustainability Report](#)



**ALWAYS
ON.**

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