



## GLOBAL HUMAN RIGHTS POLICY

### POLICY STATEMENT AND SCOPE

Orthofix (as defined below) is committed to conducting business responsibly, ethically, and in compliance with all applicable laws, including by following the global standards for human rights and labor practices.

This Human Rights Policy ("**Policy**") applies to Orthofix Medical Inc. (together with its direct or indirect subsidiaries, "**Orthofix**" or the "**Company**") and all Orthofix officers, managers, and employees (collectively, "**Employees**"), the Company's affiliates, joint venture partners, distributors, agents, representatives, consultants, independent contractors, suppliers and other third parties engaged by the Company (collectively "**Agents**"), and to such business activities conducted on behalf of Orthofix by its Employees and Agents.

This Policy follows the standards for human rights and labor practices that are guided by international frameworks such as the International Bill of Human Rights, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, the UN Global Compact's Ten Principles, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

### STANDARDS

#### 1. Human Rights Principles

##### A. Respect for Human Rights

Orthofix respects the dignity and rights of its Employees, its Agents' employees, and community members affected by the Company's operations, all of whom are to be treated fairly and with respect.

##### B. Fair Treatment and Equal Opportunity

Orthofix complies with all applicable labor and employment laws and expects the same from its Employees and Agents. The Company celebrates diversity and is committed to equal opportunity and workplaces free from discrimination or harassment based on gender, ethnicity, sexual orientation, disability, age, religion, veteran status, or any other protected status.

Harassment, threats, corporal punishment, or any form of abuse are strictly prohibited.

#### 2. Health and Safety

Orthofix provides safe, healthy workplaces that comply with relevant laws and regulations and expect its Agents to do the same. The Company actively works to reduce risks of accidents and health hazards and promote continuous improvement in workplace safety. This includes:

- Providing safe work environments and following all safety standards;
- Preparing for emergencies such as fires or natural disasters;
- Identifying and managing public health impacts of Company operations;
- Implementing environmental practices that minimize adverse impacts and comply with laws; and
- Ensuring access to safe drinking water for on-site Employees, recognizing water as a fundamental human right.

### **3. Prohibition of Forced Labor and Human Trafficking**

Orthofix strictly forbids all forms of forced labor, including prison, bonded, military, or slave labor, and any human trafficking. Employment must be voluntary, with documented terms and fair pay per applicable laws.

Employees and Agents' employees must be free to leave employment without fear of abuse or retaliation.

Recruitment fees must never be charged to current or potential Employees or current or potential employees of Agents.

### **4. Child Labor**

Child labor is strictly prohibited. All Employees and employees of Agents must meet the legal minimum working age as defined by local and national laws.

### **5. Work Hours, Fair Compensation and Benefits**

Orthofix complies with all wage and hour laws, provides required benefits, and expects the same from its Agents. Employees and employees of Agents must receive clear written details about wages and employment conditions before starting and throughout their employment.

### **6. Freedom of Association and Collective Bargaining**

Orthofix respects the rights of its Employees to freely associate or not associate with labor organizations, consistent with applicable laws. Orthofix expects its Agents to respect their respective employees' rights to freely associate or not associate with labor organizations, consistent with applicable laws.

## **AUDITING AND MONITORING**

Orthofix reserves the right to evaluate Agents' compliance with this Policy and to require corrective action for any violations. Oversight of this Policy is the responsibility of the Nominating, Governance and Sustainability Committee of the Orthofix Board of Directors, with management handling its day-to-day implementation.

## **CONSEQUENCES FOR NON-COMPLIANCE**

If an Employee or Agent engages in noncompliant practices, they will be subject to disciplinary actions, up to and including termination of employment or affiliation with the Company, in accordance with the Company's investigation and disciplinary processes and applicable law.

## **REPORTING CONCERNS**

Orthofix is dedicated to fostering a culture of integrity, transparency, and accountability. It is the responsibility of all Employees and Agents to ensure compliance with this Policy. If you have any questions or concerns about past or proposed actions by any Orthofix Employee or Agent that could violate this Policy or applicable law, report it immediately to your supervisor, or the Human Resources or Legal Departments.

Reports of non-compliance with this Policy can also be made to the Compliance Department by sending an e-mail to [compliance@orthofix.com](mailto:compliance@orthofix.com).

Orthofix also provides a confidential and anonymous reporting system to ensure that Employees and Agents can safely report concerns regarding potential violations of this Policy, other policies or applicable laws. The Company's third-party compliance hotline is independently managed by a trusted provider, EthicsPoint, and is available 24/7, toll-free, and in multiple languages. Orthofix strictly prohibits any form of retaliation against individuals who report concerns in good faith. Reports can be made by calling EthicsPoint at 1-855-603-6985. All calls are confidential and may be made anonymously.