Elcam Medical

ESG Highlights & Updates 2024

Letter from the CEO

I am pleased to share that in 2024, Elcam Medical continued to reinforce its commitment to Environmental, Social, and Governance (ESG) principles. Our decision to prioritize ESG goes beyond compliance. It stems from our core belief that responsible business practices are essential for a company that takes pride in the quality and safety of its products.

With over 55 years of experience, Elcam Medical has earned a reputation as a world-class manufacturer of disposable medical devices. We offer a diverse product portfolio supported by a strong global presence. Our manufacturing operations in Israel (Elcam Medical Israel) and Italy (EMIT), along with offices in the United States, China, and Japan, enable us to serve patients and healthcare providers around the world. We continue to differentiate ourselves through our dedication to innovation, customer satisfaction, and product safety, while delivering value at every stage of the product lifecycle.

In 2024, we prioritized employee well-being across all regions. In Israel, we made a concerted effort to create a supportive work environment that respects individual needs and promotes a healthy work-life balance. We also introduced automation tools to enable employees to focus on more meaningful, higher-value tasks, enhancing job satisfaction, and implemented artificial intelligence (AI)-based solutions to support improved decision-making and organizational efficiency.

Our commitment to environmental sustainability remained a focus area throughout the year. We continued to reduce our environmental footprint through energy-efficient measures and maintaining a strong recycling programs. In 2024, we also transitioned to paperless operations. Collectively, these efforts contributed to a Silver Medal sustainability rating from EcoVadis in 2024, placing us in the top 15% of our industry.

Additionally, we began construction of a new manufacturing facility in the Dominican Republic, which is expected to be operational by 2027. This expansion is a key component of Elcam Medical's strategic growth plan, aimed at enhancing service capabilities for our North American customers, reducing our transportation-related emissions, and improving our overall supply chain resilience.

I would like to express my thanks for the continued support of our partners, employees and customers as we still navigate these dynamic times.

Best Regards

Igal Kohn
CEO Elcam Medical

> Looking ahead, we are committed globally in all Elcam Medical sites to focusing on growth—personal growth, community growth, and Elcam Medical's growth. Initiatives such as our digital transformation process, the establishment of a new production facility, and the introduction of new products will pave the way for a prosperous year ahead. Together, we will continue to build on our shared values and achieve success.
>
> Igal Kohn, CEO Elcam Medical

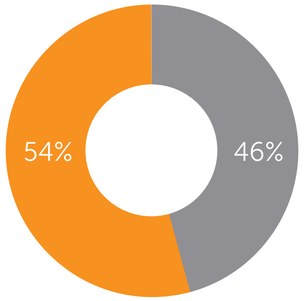
Environment

Responsible Waste Management

54%
of total waste was diverted from landfill in 2024.

Total Waste Diverted from Landfill (in kg)

- Waste diverted from disposal : 606,050
- Waste to disposal : 509,512



Sustainable Product Sourcing, Design, and Packaging

280,929 kg
of packaging materials were diverted for reuse at end of life in Israel

Innovation in Sustainable Plastic molding

In line with our sustainability goals, Elcam Medical is exploring innovative approaches to reduce the environmental impact of our products materials. In 2024, we initiated a collaboration to assess emerging biodegradable solutions that support improved end-of-life outcomes for plastics. This ongoing evaluation reflects our commitment to responsible product design and continuous improvement in sustainable materials.

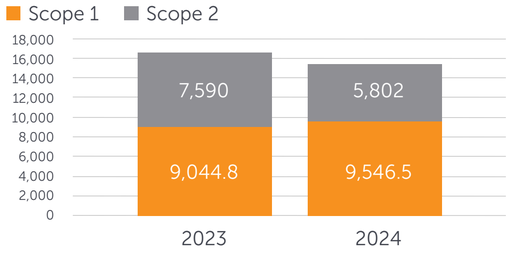
1/3
of new suppliers were evaluated based on their environmental performance, reinforcing our commitment to sustainable procurement practices in Israel.

Environment (Cont.)

Greenhouse Gas Emissions

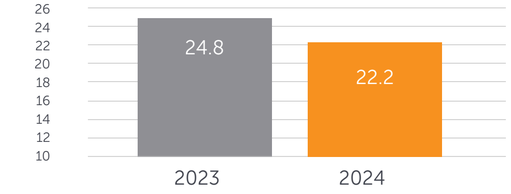
8% decrease
in total Scope 1 & 2 emissions from 2023 to 2024

Total Scope 1 & 2 GHG Emission (tCO_2e)



11% decrease
in total Scope 1 & 2 emission from 2023 to 2024, when normalized by number of employees.

Total Scopes 1+2 Normalized by Number of Employees (tCO_2e /employee)

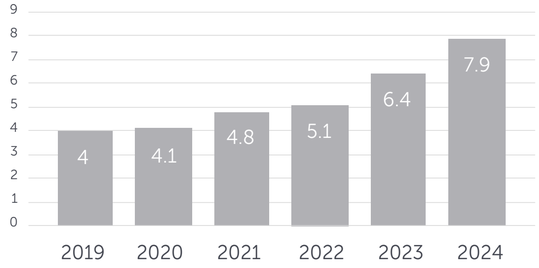


2.23 million tons CO_2
saved by installing 2.58 acres of solar photovoltaic panels on rooftops, generating ~1.8M kWh annually.

97.5%
increase in overall Coefficient of Performance from 2019 to 2024, nearly doubling the efficiency of energy use in Elcam Medical's operations

13%
of total energy use was supplied by Elcam Medical's own electricity generation systems.

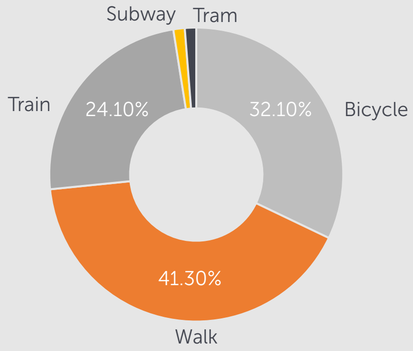
Overall Coefficient of Performance



"I MOVE – On the Path to Sustainability!" Mobility Challenge

In 2024, Elcam Medical Italy launched The Mobility Challenge to encourage sustainable commuting practices among employees, in alignment with the UN 2030 Agenda for Sustainable Development. Over a 49-day period, 95 employees took part in the initiative, which encouraged them to engage in at least 30 minutes of sustainable mobility each day. Walking, cycling, and trains were the most popular transportation options used by participants.

The Mobility Challenge Modes of Transportation



886 kg of CO_2 emissions were avoided during the challenge period, equivalent to the emissions generated by driving a petrol car for approximately 5,083 km.

Building on the success of The Mobility Challenge, Elcam Medical Italy plans to install a bicycle shed at its facilities to further support active commuting and create awareness around local sustainable mobility initiatives. The company also plans to engage employees in co-creating future mobility solutions, ensuring that sustainability becomes a shared and lasting responsibility.

Social

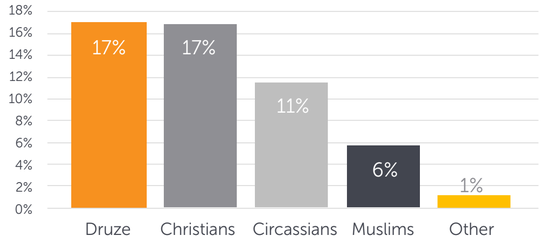
Diversity & Inclusion

48% of employees are women (in Israe)

45% of employees women (in Italy)

22%
of managers were from underrepresented minority groups in Israel, exceeding our 20% target.

Percentage of Employees from Minority Groups in Israel (2024)



Employee Feedback

100%
of employees received ongoing feedback on their performance and development in 2024 in both Italy and Israel.

Employee Safety

21%
reduction in workplace safety incidents across Italy and Israel.

Community Engagement

100%
of our facilities do evaluations to understand how our business activities affect the local area including environmental impact and risk assessments.

80%
of our procurement budget was spent on local suppliers. In 2024, we prioritized sourcing from local vendors to support the regional economy and reduce our environmental impact.

For example, we partnered with a local supplier to install shaded outdoor seating areas, providing employees with comfortable spaces for breaks, relaxation, and informal meetings.

Governance

Supply Chain Management

44

new suppliers in Israel signed our Supplier Code of Conduct in 2024, doubling our target and bringing signatory rate to over 50%.

Product Safety & Quality

100%

of our products are regularly assessed for health and safety improvements.

0

incidents of non-compliance concerning the health and safety impacts of products and services.

In 2024, Elcam Medical established a Corruption and Bribery Risk Management Policy that reflects our commitment to ethical and transparent business conduct. This policy reinforces our zero-tolerance approach to bribery, corruption, and other unethical practices across all levels of our organization.

At Elcam Medical, we prioritize the safety, quality, and reliability of our products by adhering to the highest international standards.

Our commitment is reflected in our certification to multiple ISO standards including:

SO 13485
Quality Management Systems

ISO14001
Environmental Management Systems

ISO 45001
Occupational Health & Safety Management Systems

We also comply with the requirements of ISO standards:

ISO 14971
Risk Management for Medical Devices

ISO 10993
Biological evaluation of medical devices

ISO 22301:2019
Business Continuity Management Systems

Elcam Medical continues to comply with all applicable medical device regulations in the markets where it operates. This includes registration requirements in Israel, EU Medical Device Regulation (MDR 2017/745) compliance in Europe, and adherence to the FD&C Act and relevant 21 CFR sections in the United States.

ISRAEL MedAccred 1ST Plastics Injection Molding

Elcam Medical ACAL
Kibbutz BarAm, Israel

We are proud to announce that our Israeli facilities have been MedAccred certified for plastic injection molding since 2022.

Elcam MEDICAL
Where everything connects

ESG Report | 2022-2023

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Letter from the CEO

I am pleased to present Elcam Medical's inaugural Environmental, Social, and Governance (ESG) report for 2022 - 2023. Our commitment to sustainability and corporate responsibility stands at the core of our mission.

Elcam Medical has a rich history of over 54 years in the medical device industry, with a diverse product portfolio and a strong global presence, evidenced by our operations spread across Israel and Italy, and sales and marketing offices in the USA, China, and Japan. We pride ourselves on being a world-class producer of disposable medical devices, placing emphasis on innovation, customer satisfaction, and safety.

Innovation is part of the makeup of Elcam Medical. We have over 100 patent applications and have invested over 7000 hours annually in screening new projects, ensuring that our solutions are not only cutting-edge but also sustainably crafted with patient and healthcare provider safety in mind.

We are proud to report a significant reduction in our environmental footprint through energy-efficient practices, such as transitioning to electric molding machines and installing solar panels that contribute to cleaner energy use. In 2023, we also received a Silver medal sustainability rating from EcoVadis, placing us in the top 3% of companies in our industry.

Management at Elcam plays a pivotal role in embodying and promoting corporate responsibility. We've ingrained an awareness of ESG from top to bottom, ensuring every team member is aligned with our goals. We encourage innovation and offer incentives for employee-led ESG initiatives, fostering a culture where every idea is valued and has the potential to contribute positively to our ESG outcomes. This approach has been integral to our operations long before the term ESG became a buzzword.

Elcam's decision to prioritize ESG goes beyond compliance. It stems from a belief that it is the right path for a company that takes pride in the quality and safety of its products. We believe in differentiating ourselves by adding value at every stage—from production to post-sales support. This value is encapsulated in our dedication to quality, our ability to fill market gaps with innovative solutions, and our tailored customer service.

Looking ahead, Elcam is set to expand internationally, with plans to open a new international facility by 2025. This strategic move is aimed at shortening our supply chain and positioning us closer to our customers. We will continue to focus on diversity, environmental standards, and energy efficiency as we adopt more ISO standards and expand our global footprint.

I would like to express my thanks for the continued support of our partners, employees and customers as we navigate these dynamic times.

Best Regards

Igal Kohn
CEO Elcam Medical

Introduction

Introduction

About Elcam Medical

We are Elcam Medical, a world-class producer of disposable medical devices and accessories with over 54 years of expertise.

Our mission is to provide the best patient care possible and is deeply rooted in our holistic approach to balance clinical outcomes for patients, caregivers, and customers through our values of social and environmental sustainability.

We develop, manufacture, and sell state-of-the-art innovative medical solutions for everyday and critical care applications, while also providing engineering and regulatory support across the entire product's life cycle.

From design and development, through manufacturing and registration, up to launching and post-marketing, we believe that our responsible actions nurture long-term, stable relationships with our colleagues, customers, partners, and society, sharing knowledge and expertise so that we can grow and prosper together.

Our dedicated team across the globe is comprised of 709 employees, who are integral to supporting the healthcare industry by creating innovative medical devices that facilitate next-generation care for healthcare providers.

Map of operations

Our head office is located at Kibbutz Bar'am, in the Upper Galilee Mountains of Northern Israel. It was here where Elcam Medical was established 54 years ago. Since then, we have expanded our manufacturing across 4 production sites, covering a total of 10,000 m^2 in Israel (Elcam Israel) and Italy (EMIT).

The Israeli facilities are located in Bar'am and Dalton, and the Italian facilities in Carpi and Mirandola. Beyond Israel and Italy, our global offices for sales and marketing in Shanghai, Tokyo and New Jersey enable us to provide our products to over 800 medical device manufacturers worldwide.

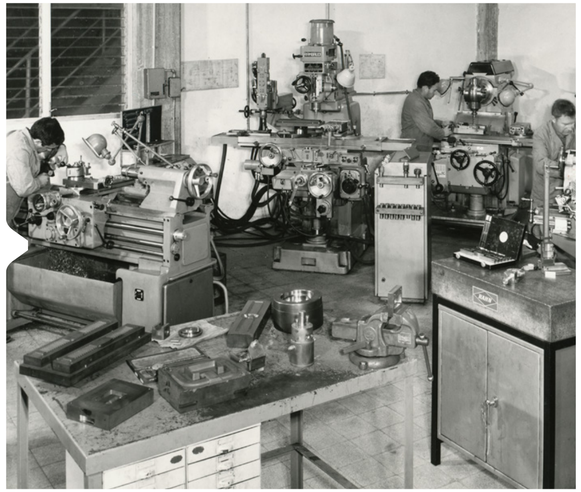
Head Office
- Bar'am, Israel

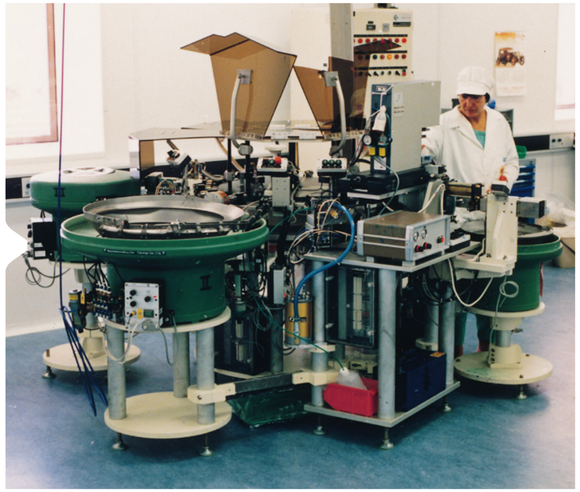
Manufacturing
- Bar'am, Israel
- Dalton, Israel
- Carpi, Italy
- Mirandola, Italy

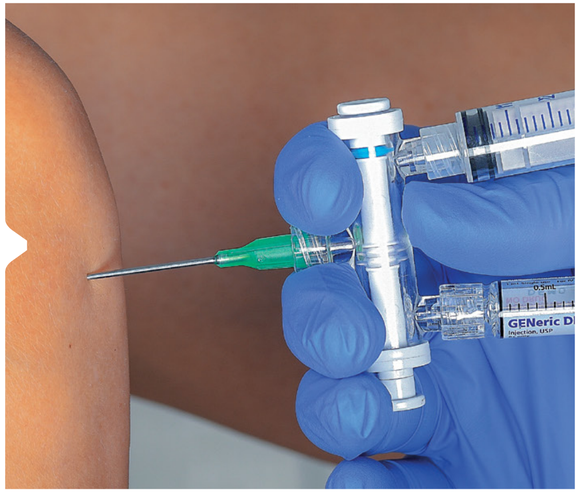
Sales & Marketing
- Hackensack, New Jersey, USA
- Carpi, Italy
- Bar'am, Israel
- Shanghai, China
- Tokyo, Japan

Introduction

Our history







1970 — Establishment

1983 — First Elcam branded product (stopcock)

1990 — Significant penetration of Elcam's stopcocks in US and European markets

2005 — World leading supplier of critical care accessories and components (100,000,000 stopcocks = 20% market share)

2010 — Expanding portfolio through Lucomed acquisition (now EMIT)

2015 — Elcam Drug Delivery Devices (E3D). An independent subsidiary

2021 — New state-of-the-art warehouses in Israel and Italy

2023 — Launching A-Tap, a new device for orthopedic procedures

Introduction

Our structure

We are governed by our Executive Management team who are comprised of:

- Igal Kohn, CEO
  - Amir Bohadana, Chief Sales Officer (CSO)
  - Israel Dembus, Chief Quality & Regulatory Officer (CRO)
  - Yaacov Tourgeman, Chief Operations Officer (COO)
  - Tamar Weiszman, Chief Human Resources Officer (CHRO)
  - Tsachi Shaked, Chief Business Officer (CBO)
  - Shir Raivitz Bocian, Chief Financial Officer (CFO)
  - Micheal Segev, Chief Technology Officer (CTO)

Introduction

Our advantages

Over 54 years of striving for excellence has made us a global leader in medical equipment manufacturing with over 30% of the world stopcock market share, but it is our focus on customer experience that sets us apart. In 2023, Elcam Medical reached 800 customers from all across the globe while receiving excellent satisfaction scores.

Our main products, solutions and achievements

Our achievements

- Over 100 Patent Applications and Patents
- 150 customized products developed in the last 5 years
- 20 new innovative ideas reviewed annually
- 7000 hours invested annually in screening new projects

+100 Patent applications and patents

150 Customized products developed in the last 5 years

20 New innovative ideas reviewed annually

7000 Hours invested annually in screening new projects

At Elcam Medical, our offerings are segmented into three sub-brands: Devices, Stopcocks & Accessories, and our sister company, Drug Delivery Devices (E3D).

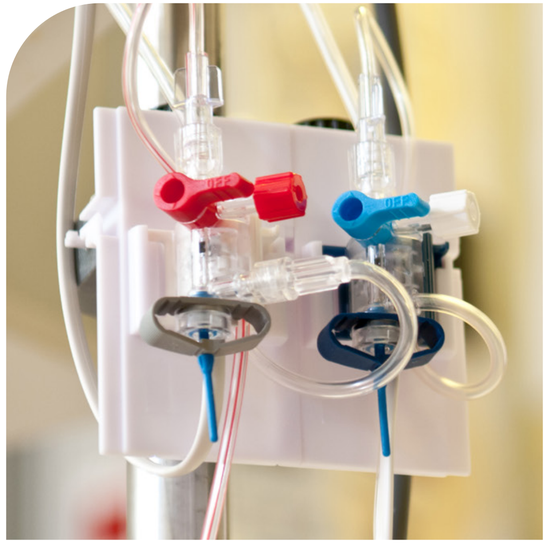
For detailed information, please consult our Product chapter: elcam-medical.com

Introduction

Elcam Devices

Elcam Medical's dedication to the OEM sector is highlighted by our innovative approach across three main product lines: Patient Monitoring, Medication Delivery, and Interventional Procedures. Each line offers specialized devices aimed at solving flow control challenges, prioritizing the safety of patients and caregivers.

elcam-medical.com/elcam-devices



Elcam Stopcocks

As the world leader in OEM stopcocks, we are able to offer our consumers the widest range of disposable medical devices for fluid control for all related applications, including our unique Marvelous™ stopcock designed for reducing blood related contaminations. Our stopcocks can be customized to meet our consumers specific needs, and they are delivered with the unique Elcam Medical customer experience.

elcam-medical.com/elcam-stopcocks

Elcam Accessories

Elcam Accessories is the Elcam Brand for sourcing everyday needs of devices for medical fluid control applications, such as IV Therapy and dialysis sets. Elcam Accessories offers the widest range of devices available from only one source, whether it is an injection site, an IV filter or a clamp, at any size and any quantity with Elcam Medical's excellent service and support.

elcam-medical.com/elcam-accessories

E3D, Elcam Drug Delivery Devices

E3D specializes in the innovation and production of auto-injectors and other drug delivery systems for a variety of pharmaceuticals, including conventional drugs, biologics, and biosimilars. Our products are designed for self-administration, facilitating use in both clinical and non-clinical settings. Our range includes disposable and reusable auto-injectors, patch pumps, and advanced on-body delivery systems, as well as smart devices equipped with wireless connectivity. A key aspect of our offering is the customization of these devices to precisely meet our customers' specifications, ensuring optimal drug delivery solutions. For more information, visit our website.

elcam3d.com

Elcam's ESG impact

Elcam's ESG impact

Our ESG approach

At Elcam Medical, we believe that sustainability is no longer a buzz word but a way of living. We are committed to maintaining good corporate citizenship, and believe that through our sustainable conduct we can strengthen relationships with our customers, partners and society, and create added value.

Elcam Medical aims to promote true team spirit and recognize the personal contributions of all our employees with diverse backgrounds and abilities.

Elcam Medical is committed to protecting the environment and conserving resources. One part of this commitment is our increased awareness for recycling and waste reduction at our facilities. Furthermore, we are leading the way in the adoption of innovative technologies that have resulted in significant energy savings of 30% in energy consumption. By incorporating local means of environmentally friendly energy generation, Elcam Medical has been able to reduce its environmental footprint every year since 2017 while continuing to grow.

Since 2022, Elcam Medical has undergone an annual assessment by EcoVadis, evaluating our performance to business ethics, environmental standards, and labor and human rights. We are proud to announce that we received a Silver medal for our sustainability efforts in the 2023 EcoVadis rating. Our score reached the 92nd percentile, positioning Elcam Medical within the top 3% of companies in the manufacturing of medical and dental instruments and supplies industry as rated by EcoVadis.

SILVER 2023 ecovadis Sustainability Rating

> Care at Elcam Medical means caring for one-another with human dignity regardless of religion, gender, race and color; fair treatment of employees, customers, suppliers and owners; providing welfare for the weak and sick and for the communities in which we live, as well as protecting the environment we live in and will leave behind for future generations.
>
> Igal Kohn, Elcam Medical's CEO

Stakeholder engagement

At Elcam Medical, we collaborate with a broad range of stakeholders —including Kibbutz Bar'am members, our employees, local councils, communities in the Upper Galilei in Israel, the ITS Foundation in Italy, strategic suppliers and customers— to understand their perspectives and inform how we address our ESG commitments and goals.

Engagement with sector specific stakeholders

Understanding the needs and requirements for safe and effective medical care requires the collective expertise of healthcare professionals, clinicians as well as clinical specialists.

Through our close cooperation with OEM customers, key clinicians and manufactures Elcam Medical explores the medical market on an ongoing basis in order to stay up-to-date and committed to the medical market's evolving needs and trends.

In 2023, we actively participated in 5 exhibitions globally, from Barcelona to Shanghai, to directly engage with and understand our end users and customers in the medical industry. We play a significant role in several Israeli industry associations and membership groups, including the Kibbutz Industry Union and the Union of Industrialists in the North.

As part of our stakeholder engagement, our CEO actively engages in numerous initiatives designed to build and strengthen relationships with our Board:

- Organizing regular meetings with executives from peer companies to address common industry challenges and opportunities.
- Providing the board with monthly briefings on the company's performance, ensuring transparency and informed governance.
- Holding quarterly sessions with shareholders to discuss progress and gather feedback, reinforcing investor confidence.
- Maintaining direct communication with key customers, suppliers, and industry thought leaders to stay aligned with market needs and trends.

Elcam's ESG impact

Stakeholders	Communication and engagement strategy
Kibbutz Bar'am Members - Shareholders	• We engage in bi-annual reporting and facilitate dialogue with the Kibbutz for decision-making processes. • We provide timely information to ensure shareholders are well-informed about significant matters. • Our factory employs around 25% of the Kibbutz's members underscoring our commitment to social participation and the shared economic interests of our community.
Employees	• We utilize information sheets, one-on-one dialogue, and cross-functional meetings with leadership, including the CEO, to foster a culture of open feedback. • We conduct regular surveys to identify employee sentiment and engagement.
Our local communities	• We have developed close ties with our local communities through local hiring practices and employee involvement • We have established support and assistance partnerships to address community needs as they arise.
Strategic Suppliers	• We maintain continuous communication and conduct regular visits to strengthen our supplier relationships. • We share and integrate values through a phased implementation of our supplier code, ensuring channels of communication remain open and respectful.
Customers	• We deliver a quarterly newsletter and maintain ongoing contact through visits and dedicated customer managers. • We keep the company website up-to-date and engage with various social media platforms to stay connected with customers.
Local Councils	• We undergo transparent reporting to local councils to uphold regulatory compliance and foster trust.
The ITS Foundation - New Technologies of Life	• We are proud cornerstone members of a foundation that represents a unique collaboration among training centers, schools, universities, and leading companies in the sector. • This partnership offers an extensive, cost-free two-year post-diploma courses designed to develop high-level technicians with a focus on the biomedical sector. • These courses cover critical areas such as design, production, and quality assurance, providing participants with the specialized skills needed to foster innovation within the industry.

Material reporting topics

At Elcam Medical, we deeply understand the importance of recognizing and responding to our stakeholders' expectations and concerns. Conducting a materiality assessment is fundamental to our approach, enabling us to pinpoint and rank the environmental, social, and governance matters most pertinent to our operations and stakeholders. This process not only underscores our dedication to sustainable development and ethical business practices but also helps align our strategy with global sustainability goals.

We began by examining industry benchmarks and industry specific sustainability standards such as the Sustainability Accounting Standards Board (SASB) medical equipment and supplies standard. Furthermore, we engaged in consultations with our management team, incorporating their insights and expertise into decision-making processes. This approach is instrumental in identifying ESG topics that resonate most with our operational realities and stakeholder expectations.

Based on the findings of our materiality assessment, 11 issues were identified and are presented below:

Environmental

- Responsible waste management
- Managing and reducing our carbon footprint
- Advancing our progress in sustainable product design and packaging

Social

- Diversity and Inclusion
- Employee health and safety
- Employee Rights and Benefits
- Community engagement

Governance

- Supply chain management
- Ethical marketing
- Product safety and quality
- Regulatory compliance
- Innovation and R&D

Elcam's ESG impact

Contributing to the UN Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages

- Elcam Medical prioritizes high-quality medical products, focusing on patient safety with all our years of experience in the medical device field. Our commitment to zero errors in patient treatment and product safety, along with our MedAccred certification and adherence to international quality standards, directly contributes to improving health outcomes
- Our development of reusable syringes and electronic syringes reduces medical waste and enhances patient safety, aligning with efforts to ensure healthy lives and promote well-being.
- By supporting telemedicine initiatives, we facilitate accessible medical care, especially for those with chronic conditions, contributing to the goal of good health and well-being

5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

- Elcam Medical is committed to maintaining gender balance within our Board and broader workforce, with efforts to ensure equitable gender representation and opportunities for women in managerial roles.
- Our practices support gender equality by accommodating the needs of working parents, promoting women's participation in the workforce.

8 DECENT WORK AND ECONOMIC GROWTH

Promoting inclusive, sustainable, and accessible economic growth, complete fair and productive employment for all

- Elcam Medical invests in comprehensive training programs, ensuring employee safety and development. Our commitment to workplace culture, employee development, and competitive remuneration practices fosters a supportive work environment.
- By prioritizing local hiring and engaging local suppliers, we contribute to economic growth and support decent working conditions within our local communities.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

- Our initiatives in digitalization and quality management system enhancements, such as integrating a quality module into our MES, demonstrate a commitment to innovation and efficient resource utilization.
- Our focus on developing new, safer medical devices and embracing digital technologies for production efficiency aligns with goals to build resilient infrastructure and foster innovation.

Elcam's ESG impact

Contributing to the UN Sustainable Development Goals

Reduce inequality

- Elcam Medical is dedicated to creating a diverse and inclusive workplace, emphasizing the representation of ethnic and religious minorities.
- Our engagement in community support and development initiatives, including volunteering and supporting local economies, demonstrates a commitment to reducing inequalities within and across communities.

Climate action

- Over the past decade, we have made significant strides in energy efficiency, transitioning to electric molding machines and adopting modernized air compressors, lighting systems, and magnetic chillers.
- These actions have culminated in a 30% reduction in energy consumption and a 40% decrease in energy usage relative to raw material consumption.
- Such improvements not only reduce greenhouse gas emissions but also demonstrate a commitment to sustainable energy use.

Ensure sustainable consumption and production patterns

- Elcam Medical enhances sustainable management through our recycling programs for plastic, carton and electronic waste.
- The majority of our products are packaged in bulk packaging, helping to reduce waste and encourage more sustainable consumption practices.
- Our commitment to reducing our environmental footprint is evident in our digital transformation, reducing our paper and production waste.
- We work closely with our suppliers to encourage their adherence to environmental standards, reinforcing our dedication to responsible consumption and production.

Elcam's ESG impact

Elcam Medical's sustainability in numbers

33
is the number of countries our employees come from

47%
of our employees were women in 2023

818
tons of recycled material in 2023

30%
annual energy savings achieved between 2017 and 2023

Our products

Our community engagement

Elcam Medical is committed to operating in a manner that enhances not only the well-being of our employees but also our communities. Maintaining a high level of social responsibility as a company also means using our resources, including philanthropy and community investment, to address priority social issues in our communities and specially creating perspectives for future generations.

Elcam Medical's commitment to social involvement extends far and wide. We actively engage in various initiatives, from volunteering with local non-profit organizations to providing much-needed donations to institutions in our community.

Volunteering in our surroundings communities has become an annual tradition in both Elcam Israel and EMIT, as we believe in the importance of using our inner strengths to promote social growth around us.

In May 2023, when devastating floods struck the eastern regions of Emilia-Romagna, EMIT set up a volunteering initiative in Forlì, one of the most affected areas. A team of EMIT volunteers assisted families previously rescued by helicopter from the rising waters. The group worked tirelessly, helping the families recover their possessions and memories from their home.

In Israel during 2023, our HR office organized two volunteering days in 2 different areas – the first took place in June and involved cleaning the Amud stream that is one of the most toured nature reserves in Israel located in the upper Galilee in the vicinity of our Israeli facilities.

The second took place in July and included recreational activities for children at risk from a nearby village with games and pool activities. Looking forward, a key goal for Elcam Medical for 2024 is promoting volunteering alongside permanent long-term collaborations with local community organizations.

Supporting talent development

EMIT proudly stands as one of the cornerstone members of the ITS Foundation - New Technologies of Life. This foundation is an amalgamation of training centers, schools, universities, and leading sector companies. Together, they offer comprehensive, free two-year post-diploma courses aimed at cultivating higher technicians. These technicians are meticulously trained to delve into areas like design, production, and quality assurance in the biomedical sector. Their training equips them with specialized skills and the capacity to drive innovation within businesses.

EMIT's commitment is unwavering, taking proactive roles within the ITS Foundation to foster:

1. Guidance for the youth towards embracing technical vocations;
2. Identification and acknowledgment of training necessities that align with the economic advancement of the region, especially emphasizing the innovation requisites in science, technology, and organizational structures of companies;
3. Conception and execution of advanced technical education tailored to national benchmarks;
4. Ensuring a seamless transition for graduates into the workforce post their educational endeavors;
5. Undertaking continual professional development activities for educators and trainers, specifically in the scientific and technical arenas within the spheres of education and vocational training;
6. Undertaking any initiative aligned with the regional guidelines for higher technical specialization.
7. Moreover, EMIT is actively hosting ITS students. This hands-on approach ensures that local emerging talents in the biomedical domain are nurtured and empowered.

Bridging the health divide

In 2023, EMIT championed the advancement of telemedicine by supporting a project aimed at enhancing home-based medical care through telemonitoring. Initiated by the Local Health Authority, this program has proven particularly beneficial for individuals with chronic conditions. Thanks to a generous donation from EMIT, the project facilitated the acquisition of home kits, enabling patients to receive timely and efficient care in the comfort of their own homes.

Supporting the local economy

In 2022 and 2023, across Elcam Israel and EMIT, an average of 54% and 51% of our procurement budget was respectively allocated to local suppliers, reflecting our commitment to supporting the local economy through the purchase of products and services.

During the recent challenging period, Elcam Israel demonstrated its support for local communities in Northern Israel by sourcing food and gifts for employees from local providers. We further fostered engagement by hosting an employee competition to create a slogan for T-shirts that embodies Elcam's ethos of connection. The winning slogan, "Elcam Medical, where everything connects especially the people" underscores the unity and collaborative spirit within the company. We selected a small, local business from the north of Israel as the supplier of our gifts.

Our responsible supply chain

Our responsible supply chain

At Elcam Medical, we recognize the vital importance of a responsible supply chain as an integral part of our commitment to ESG excellence. Our dedication to a sustainable supply chain reflects our pledge to uphold the highest ethical standards, environmental stewardship, and social responsibility in every aspect of our operations. By carefully selecting and collaborating with suppliers who share our values, we ensure that our products not only meet the exceptional quality our customers expect but also contribute positively to the global community and environment.

Sustainable procurement

As a proud member of the Israeli forum "IPL", a supply chain forum of medical companies, we have a long-standing commitment to conducting business according to the highest standards of integrity and business ethics. Elcam Medical holds our suppliers to the same high standards, and will only maintain relationships with those suppliers who demonstrate a commitment to compliance with laws and regulations, ethical business practices, human rights/fair labor and employment standards, providing a safe and healthy workplace, and upholding environmental responsibility.

Our Supplier Code of Conduct outlines our expectations and minimum requirements for all direct material and service suppliers.

Between 2022 and 2023, we successfully onboarded nearly 50 top suppliers to our Supplier code of conduct, achieving a 98% signing rate, with all 32 of our primary raw material suppliers signing our ethical code.

98% Signing rate with all 32 of our primary raw material suppliers signing our ethical code

Additionally, in 2023, we reached out to 16 more suppliers, with all of them signing the code. In the next few years, we plan to extend this initiative to smaller suppliers, including those providing machinery and equipment, both domestically and internationally. We also conducted a comprehensive survey of our key suppliers regarding their corporate responsibility, intending to further collaborate on shared sustainability goals.

In 2023, our procurement team underwent training to enhance supplier evaluations, including distribution questionnaires. Looking ahead, we aim to implement audits for corporate responsibility as part of our supplier onboarding process. In our sourcing strategy, we are actively seeking to engage suppliers from underrepresented demographics and small to medium-sized enterprises (SMEs), with considerations to set specific targets for their inclusion.

As a medical equipment manufacturer, we adhere to the ISO 13485:2021 standard, which requires detailed traceability of all products. We maintain stringent tracking to the kilogram level for components, demonstrating our unwavering dedication to transparency and quality in our manufacturing process.

In addition to adhering to our Supplier Code of Conduct, our EMIT team implements an annual audit questionnaire for suppliers to reinforce this commitment. In Israel, this is conducted through a one-time questionnaire.

Embracing environmental responsibility

At Elcam Medical, environmental responsibility is a core principle, especially vital in producing top-tier products that deliver significant value to our patients. Our Supplier Code of Conduct mandates that all suppliers strictly adhere to relevant environmental laws and regulations.

The key pillars of this code include:

- Maintaining Ethical Business Practices: Ensuring integrity and transparency in all business dealings.
- Upholding Human Rights alongside Fair Labor and Employment Standards: Guaranteeing that all labor practices are just and equitable.
- Ensuring a Safe and Health-Conscious Workplace: Promoting a work environment that prioritizes the health and safety of all employees.
- Prioritizing Environmental Responsibility: Committing to sustainable environmental practices.

18% Of our suppliers were screened based upon their environmental performance

We actively engage with our suppliers to help establish robust environmental management systems. These systems should monitor Key Performance Indicators and set both immediate and long-term improvement goals. We encourage our suppliers to minimize waste in all its forms, particularly focusing on the conservation of raw materials. Our policy mandates the responsible management and disposal of hazardous materials, chemicals, and waste, ensuring compliance with environmental standards and promoting sustainable practices across our supply chain.

Adhering to regulations

At Elcam Medical, we extend our stringent regulatory requirements to our suppliers and require them to declare the following for raw materials and purchased components including:

- Information on biocompatibility and on material- mediated pyrogenicity
- Information presence / absence of substances that are classified by European Directives as carcinogenic, mutagenic or toxic to reproduction
- Information on presence/ absence of substance known as hazardous material within SVHC (substances of very high concern) as identified in REACH Directive
- Information on presence/ absence of heavy metals: refer particularly to the concentration of Pb (lead), Hg (mercury), Cd (cadmium) and Cr6 + (hexavalent chromium)

Conflict minerals

Elcam Medical is committed to protecting human rights in our operations and supply chain. We are committed to obtaining raw materials like tin, tantalum, tungsten, and gold (known as 3TG) from conflict-free sources, including those from the Democratic Republic of the Congo (DRC) and its surrounding areas.

Our suppliers are also committed to our supplier code of conduct, which requires them to undertake reasonable efforts to perform due diligence on the source and chain of custody of these minerals. They are also required to make their due diligence and findings available to Elcam Medical upon request.

Our governance and ethics

Our governance and ethics

In the dynamic landscape of the medical devices industry, where innovation and progress intertwine with the imperative of ethical responsibility, our commitment to exemplary business practices stands as the cornerstone of our corporate ethos. As we navigate the intricate intersection of technology, healthcare, and human welfare, we recognize the profound impact our decisions and actions have on patients, healthcare providers, and society at large. In this chapter dedicated to business ethics within our ESG report, we unveil our unwavering dedication to upholding the highest standards of integrity, transparency, and ethical conduct across every facet of our operations.

From product development to supply chain management, from regulatory compliance to stakeholder engagement, we embrace the moral imperative to prioritize ethical considerations, ensuring that our innovations serve not only the advancement of healthcare but also the betterment of humanity.

Our board of directors

At Elcam Israel, ESG matters receive strategic guidance and oversight at the highest levels, including our Chief Executive Officer and Board of Directors. In total, we have 11 Board members, all from Israel. Each Board member is appointed for a four-year term, with the possibility of extending their tenure for an additional four years, allowing for a maximum service duration of eight years.

Our Board acts as an intermediary between Kibbutz Bar'am and Elcam Israel, creating a pathway for dialogue and strategy coordination. It is responsible for setting multi-year objectives for Elcam Israel in addition to defining our overarching polices, business management strategies and development directions. Our Board members are further responsible for reviewing and approving compensation policies.

The Chairman is responsible for overseeing the operation of the Board, convening meetings and reporting to the Kibbutz on our performance and key updates, including a consolidated annual report.

In 2022 and 2023, Elcam Israel's board held nine and seven meetings respectively with a board participation rate of 88% and 94%, respectively.

Board committees

Our Board of Directors has a critical responsibility for overseeing ESG matters. They are regularly updated on progress towards our ESG goals. The Board, along with its Financial and Nominating Committee, share the responsibility for overseeing ESG-related matters. The Financial Committee is responsible for approving annual work plans, budgets, investment plans, and financial statements. The Nominating Committee is responsible for defining the CEO's responsibilities, plays a key role in their appointment, and approves the appointment of senior team members and directors of our subsidiaries.

Procedure for electing members to the board of directors

Elcam Israel prioritizes Kibbutz members when filling Board vacancies. This preference underscores the importance of having Board members who are intimately connected with the Kibbutz community and its values, ensuring that the governance of Elcam Israel aligns with the interests and ethos of the Kibbutz. If there are no suitable candidates from within the Kibbutz, a search committee is established to find potential candidates meeting the Board's needs. Additionally, the Board always includes 3 external directors not affiliated with Elcam or the Kibbutz, maintaining an external perspective.

Our board

Name	Age	Role on board	Independence	Years served	Committees served on	Gender
Amir Littman*	62	Chairman	Yes	13	-	Male
Avner Lushi	57	Board Member	Yes	1	Nominating	Male
Gideon Sturlesi	65	Board Member	Yes	2	-	Male
Edit Goldberg	53	Board Member	Yes	7	-	Female
Ehud Raivitz	68	Board Member	Yes	4	-	Male
Guri Barlev	56	Board Member	Yes	2	Nominating	Male
Yael Adler	68	Board Member	Yes	3	-	Female
Omri Shoham	65	Board Member	Yes	1	Financial	Male
Igal Kohn*	62	Board Member	No	16	Financial / Nominating	Male
Shir Raiviz -Bocian	43	Observer	Yes	8	Financial	Female

* Amir and Igal have been on the board for longer than the maximum term of 8 years due to their prior roles at Elcam Medical. Amir served as a board member before becoming Chairman, and Igal was the CFO, contributing to their extended tenure.

Our governance and ethics

Age and gender diversity in the board

Both gender representation and age diversity have become priorities for us, reflecting our deep commitment to ESG principles. We are actively working towards advancements in these areas as part of our ongoing efforts to cultivate a more diverse and inclusive leadership team.

As Board members' terms conclude, our Nominating Committee is dedicated to increasing female representation in managerial roles. This forward-looking strategy aims to gradually enhance gender diversity and inclusivity within the Board's composition. Currently, the Board comprises 8 men and 3 women, and we are committed to improving this balance through deliberate and strategic actions in our recruitment and development practices.

Code of conduct

At Elcam Medical, we provide our employees, managers and board members with training on our corporate policies and procedures to enforce a high standard of ethical behavior. In our Code of Conduct, we present our guiding principles for ethical behavior to which we are committed. Our Code additionally covers the areas of employee rights, environment and corporate responsibility. Our code applies to all employees, managers and board members.

In 2022 and 2023, all of our employees have received training on our Code of Conduct.

Link to our Code of Conduct
elcam-medical.com/quality-sustainability-docs

Business ethics and integrity

At Elcam Medical, we believe in respecting human rights and strive to ensure we treat all our employees and suppliers respectfully, fairly, and in adherence with all labor laws, regulations and ethical standards. Our Labor and Human Rights Policy sets the key legal elements of **Elcam Medical including commitments against:**

- Child labor
- Forced labor
- Discrimination of employees of any kind

It is important for us that our employees have a voice and we respect and cherish the right to freedom of association and collective action following the relevant laws in each country we operate and agreements are established in.

Our Policy is reviewed on an annual basis and is updated as necessary.

Our Ethics Committee is chaired by our Chief Human Resources Officer and the committee is the initial contact for employees' inquiries in cases of ethical violations occurring in the organization. The committee meets twice a year and examines any ethics violations. The committee's role is also to ensure that the local appointees in each region are working to raise our employees' awareness of ethical issues at least once a year at each facility.

Discrimination

In 2022 and 2023, Elcam Israel had 2 and 6 harassment incidents reported respectively. All of the incidents were formally and thoroughly reviewed and remediation plans were implemented with results reviewed through a routine internal management review process. All incidents have now been closed and are no longer subject to action. Within EMIT, there were no reported incidents.

Importantly, the increase in the number of incidents at Elcam Israel can be largely attributed to our comprehensive training program that took place at the beginning of 2023. Our training led to a significantly enhanced awareness of our employee's rights and our reporting mechanisms. The organization maintains a team of four trained harassment supervisors in Israel, and 2 more in Italy to oversee such issues. Annual refresher courses are held to keep the protocols and awareness sharp. In Israel, strict procedures are in place, in accordance to the Israeli law to address any incidents. Conversations are held with both parties involved, and actions are taken according to the legal and internal guidelines.

All incidents are reported to the CEO in an anonymized format and are typically resolved within two weeks, with follow-ups conducted as necessary. Anonymized cases are also utilized in training sessions for educational purposes, ensuring resolution and promoting learning from each incident. This practice underscores our commitment to maintaining a safe and respectful work environment. In 2023, all our employees underwent comprehensive anti-sexual harassment training. This training included guidance on how to file a complaint, and we provided the contact details of our representatives to facilitate this process.

Our governance and ethics

Anti-corruption

We uphold the principles of honesty, integrity, and fairness across all levels at Elcam Medical, including employees, managers and suppliers. We entrust our employees with the responsibility to adhere strictly to legal standards, unequivocally prohibiting bribery and corruption. It is with pride that we can state, to the best of our knowledge, Elcam Medical has no incidents of corruption or bribery throughout its history.

In 2023, we ensured 100% of our employees, managers, and board members were informed about our anti-corruption policies, achieving a full communication rate.

Additionally, an average of 88% of our employees underwent anti-corruption training in the same year.

In 2022 and 2023, we achieved a 100% success rate in communicating our anti-corruption policy to the suppliers targeted each year as part of our program. Specifically, we reached out to 32 suppliers in 2022 and 16 suppliers in 2023, effectively covering all suppliers included in our communication plan for those years.

Human rights

Elcam is deeply committed to upholding human rights across our operations, evidenced by the significant increase in our workforce's awareness and understanding, with the percentage of employees trained in human rights policies and practices increasing by 142% from 2022 to 2023. Additionally, for both Elcam Israel and EMIT, 100% of our supplier contracts in 2022 and 2023 included human rights clauses.

Whistleblower and grievance procedures

At Elcam Medical, we have an Ethics Committee, led by the Chief Human Resources Officer, which serves as the primary point of contact for employees to raise inquiries regarding ethical breaches within the organization. The committee's composition includes the Chief Human Resources Officer, the Sexual Harassment Commissioner for our Israel office, the People and Sustainability Manager of EMIT, and a Chief Officer representative. This committee convenes biannually and additionally as required.

Should employees or other stakeholders perceive a need, they are encouraged to seek guidance or report any unethical conduct, illegal activities, or breaches of the code confidently, with assurance against harassment or reprisal. Reports can be made via the designated email (ethics@elcam.co.il), overseen by the Chief Human Resources Officer. Alternatively, written complaints can be submitted anonymously in the complaint boxes positioned near the main cafeterias at each location. Additionally, EMIT uses an anonymous automated system to increase employee confidence in securely voicing concerns.Externally, we have appointed a Customer Complaints Manager to address and resolve any issues raised by our customers. Complementing this, we have a Corrective and Preventative Action team dedicated to integrating improvements and solutions for ongoing problems or complaints, strengthened by our customer service support to enhance overall customer experience.

We ensure that our communication channels are well-publicized by consistently updating our website, disseminating information through our newsletters, and maintaining direct dialogue with individual customers. This approach keeps our stakeholders informed about how they can reach us for assistance, feedback, or inquiries on a regular basis.

Appendices

About this report

Elcam Medical is pleased to introduce its inaugural ESG Report. This document details Elcam Medical's sustainability initiatives and activities throughout 2022-2023. Our ESG Report covers our production, marketing and sales sites worldwide with a particular focus on our Israeli facilities located in Bar'am and Dalton, and the Italian facilities in Carpi and Mirandola.

The report adheres to the Global Reporting Initiative (GRI) Universal Standards and the Sustainable Accounting Standards Board (SASB) guidelines.

Moving forward, we commit to regularly updating our ESG report to ensure transparency and provide easily comparable data on our progress. By continuing the reporting process, we aim to foster ongoing dialogue with all our stakeholders and keep them informed of our advancements over time.

The report was prepared with the assistance of Good Vision – a CSR Consulting Firm, part of the Fahn Kanne & Co. Grant Thornton Group.

We wish to thank all the people and entities involved in the collection of data, writing, and production of this report.

If you have any questions or comments about this report, please contact:

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GRI index

GRI standard title	GRI disclosure number	GRI disclosure title	Indicator data collection status	Location in the report
The organization and its reporting practices	2-1	Organizational details	Disclosed	About Elcam Medical
	2-2	Entities included in the organization's sustainability reporting	Disclosed	About Elcam Medical
	2-3	Reporting period, frequency and contact point	Disclosed	About this report
	2-4	Restatements of information	Not disclosed	This is Elcam Medical's first ESG report
	2-5	External assurance	Not disclosed	-
Activities and workers	2-6	Activities, value chain and other business relationships	Disclosed	About Elcam Medical
	2-7	Employees	Disclosed	Our employees
	2-8	Workers who are not employees	Disclosed	Our employees
Governance	2-9	Governance structure and composition	Disclosed	Our board of directors
	2-10	Nomination and selection of the highest governance body	Disclosed	Our board of directors
	2-11	Chair of the highest governance body	Disclosed	Our board of directors
	2-12	Role of the highest governance body in overseeing the management of impacts	Disclosed	Our board of directors
	2-13	Delegation of responsibility for managing impacts	Disclosed	Our board of directors
	2-14	Role of the highest governance body in sustainability reporting	Disclosed	Our environmental governance

GRI index

GRI standard title	GRI disclosure number	GRI disclosure title	Indicator data collection status	Location in the report
Governance	2-15	Conflicts of interest	Disclosed	Our board of directors
	2-16	Communication of critical concerns	Disclosed	Our board of directors
	2-17	Collective knowledge of the highest governance body	Disclosed	Our board of directors
	2-18	Evaluation of the performance of the highest governance body	Disclosed	Our board of directors
	2-19	Remuneration policies	Disclosed	Employee well-being and benefits
	2-20	Process to determine remuneration	Disclosed	Employee well-being and benefits
	2-21	Annual total compensation ratio	Not disclosed	Elcam Medical, as a private company, will not be reporting financial metrics as part of the GRI disclosure.
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Disclosed	Our ESG approach
	2-23	Policy commitments	Disclosed	Code of conduct
	2-24	Embedding policy commitments	Disclosed	Code of conduct
	2-25	Processes to remediate negative impacts	Disclosed	Whistleblower and grievance procedures
	2-26	Mechanisms for seeking advice and raising concerns	Disclosed	Whistleblower and grievance procedures
	2-27	Compliance with laws and regulations	Disclosed	Regulatory compliance and quality assurance
	2-28	Membership associations	Disclosed	Elcam's ESG impact

GRI index

GRI standard title	GRI disclosure number	GRI disclosure title	Indicator data collection status	Location in the report
Stakeholder engagement	2-29	Approach to stakeholder engagement	Disclosed	Stakeholder engagement
	2-30	Collective bargaining agreements	Disclosed	Employee satisfaction
Disclosures on material topics	3-1	Explanation of the material topic and its boundary	Disclosed	Material reporting topics
	3-2	List of material topics	Disclosed	Material reporting topics
	3-2	Management of material topics	Disclosed	Material reporting topics
GRI 202: market presence 2016	202-1	Direct economic value generated and distributed	Disclosed	Employee well-being and benefits
	202-2	Proportion of senior management hired from the local community	Disclosed	In 2022, 100% of senior management at both EMIT and Elcam Israel were hired from the local community. In 2023, this proportion was 94%.
GRI 204: procurement practices 2016	204-1	Proportion of spending on local suppliers	Disclosed	Supporting the local economy
GRI 205: anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Disclosed	Anti-corruption
	205-2	Communication and training about anti-corruption policies and procedures	Disclosed	Anti-corruption
	205-3	Confirmed incidents of corruption and actions taken	Disclosed	Anti-corruption
GRI 206: anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Disclosed	Anti-corruption
GRI 301: materials 2016	301-1	Materials used by weight or volume	Disclosed	Across EMIT and Elcam Israel, 561,800 kg of renewable packaging materials were used in 2022, and 549,601 kg were used in 2023.

GRI index

GRI standard title	GRI disclosure number	GRI disclosure title	Indicator data collection status	Location in the report
GRI 302: energy 2016	302-1	Energy consumption within the organization	Disclosed	Our environmental footprint
	302-3	Energy intensity	Disclosed	Our environmental footprint
	302-4	Reduction of energy consumption	Disclosed	Our environmental footprint
GRI 303: water and effluents 2018	303-1	Interactions with water as a shared resource	Disclosed	Our water consumption
	303-5	Water consumption	Disclosed	Our water consumption
GRI 305: emissions 2016	305-1	Direct (scope 1) GHG emissions	Disclosed	Our GHG emissions
	305-2	Energy indirect (scope 2) GHG emissions	Disclosed	Our GHG emissions
	305-4	GHG emissions intensity	Disclosed	Our GHG emissions
	305-5	Reduction of GHG emissions	Disclosed	Our GHG emissions
GRI 306: waste 2020	306-1	Waste generation and significant waste-related impacts	Disclosed	Our waste management
	306-2	Management of significant waste-related impacts	Disclosed	Our waste management
	306-3	Waste generated	Disclosed	Our waste management
	306-4	Waste diverted from disposal	Disclosed	Our waste management
	306-5	Waste directed to disposal	Disclosed	Our waste management

GRI index

GRI standard title	GRI disclosure number	GRI disclosure title	Indicator data collection status	Location in the report
GRI 307: environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	Disclosed	Our environmental governace
GRI 308: supplier env assessment 2016	308-1	New suppliers that were screened using environmental criteria	Disclosed	Sustainable procurement
GRI 401: employment 2016	401-1	New employee hires and employee turnover	Disclosed	Our employees
	401-3	Parental leave	Disclosed	Our employees
GRI 403: occupational health and safety 2018	403-1	Occupational health and safety management system	Disclosed	Health and safety
	403-2	Hazard identification, risk assessment, and incident investigation	Disclosed	Health and safety
	403-3	Occupational health services	Disclosed	Health and safety
	403-5	Worker participation, consultation, and communication on occupational health and safety	Disclosed	Health and safety
	403-6	Worker training on occupational health and safety	Disclosed	Health and safety
	403-6	Promotion of worker health	Disclosed	Health and safety
	403-8	Workers covered by an occupational health and safety management system	Disclosed	Health and safety
GRI 404: training and education 2016	404-1	Average hours of training per year per employee	Disclosed	Employee training and development
	404-2	Programs for upgrading employee skills and transition assistance programs	Disclosed	Employee training and development
	404-3	Percentage of employees receiving regular performance and career development reviews	Disclosed	Employee training and development

GRI index

GRI standard title	GRI disclosure number	GRI disclosure title	Indicator data collection status	Location in the report
GRI 405: diversity and equa opportunity 2016	405-1	Diversity of governance bodies and employees	Disclosed	Our employees; Our board of directors
GRI 406: non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Disclosed	Discrimination
GRI 407: freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Disclosed	Employee satisfaction
GRI 408: child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Disclosed	Business ethics & integrity (no suppliers and operations at risk)
GRI 409: forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Disclosed	Business ethics & integrity (no suppliers and operations at risk)
GRI 410: security practices 2016	410-1	Security personnel trained in human rights policies or procedures	Disclosed	Human rights
GRI 414: supplier socia assessment 2016	414-1	New suppliers that were screened using social criteria	Disclosed	On average, 18% of new suppliers across Elcam Medical were screened using social criteria.
GRI 416: customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Disclosed	Health and safety impacts are assessed for improvement in 100% of significant product and service categories.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Disclosed	None
GRI 417: marketing and labeling 2016	417-1	Requirements for product and service information and labeling	Disclosed	Regulatory compliance and quality assurance
	417-2	Incidents of non-compliance concerning product and service information and labeling	Disclosed	None
	417-3	Incidents of non-compliance concerning marketing communications	Disclosed	None
GRI 418: customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Disclosed	Cybersecurity and data privacy

I would like to express my thanks for the continued support of our partners, employees and customers as we navigate these dynamic times.

Igal Kohn, Elcam Medical's CEO

THANK YOU

Back to the start ↑