



## **TREACE MEDICAL CONCEPTS, INC.**

### **STATEMENT ON HUMAN RIGHTS**

May 2024

At Treace Medical Concepts, Inc., we are committed to being a responsible corporate citizen, respecting human rights and supporting the protection and advancement of human rights. We strive to uphold global standards for responsible business, including equal opportunity, the freedom of speech and association, and the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labor. Our approach is guided by the United Nations' Universal Declaration of Human Rights and the United Nations' Guiding Principles on Business and Human Rights.

Although we believe that governments around the world bear primary responsibility for safeguarding human rights, we strive to protect human rights through our practices and policies and by complying with the laws of the countries in which we do business. These practices and policies include:

- Our Code of Conduct, which underscores our values and our commitment to fostering a workplace that supports equal opportunity, dignity and respect; and
- Our Supplier Code of Conduct, which articulates our expectations of behaviors for organizations engaged throughout our supply chain.

We engage with stakeholders on human rights issues on an as needed basis. We seek to empower our employees to take human rights criteria into consideration across our business activities, including through our Supplier Code of Conduct.

We will continue to respect and support the promotion of human rights across our business, and we hope our actions will inspire other organizations.

As part of our continuous improvement processes, we will periodically review this statement and our policies and implement revisions as we deem necessary.

\* \* \* \* \*