

Our Human Rights and Modern Slavery Policy



What's contained in this policy?

At Envisage, we're committed to **using our business as a force for good**, to help people lead happier, healthier, and more fulfilled lives. Our CARE values and long-term strategy as a B Corp outline the principles for how we'll continue working hard to show how group dentistry can be done in a responsible, sustainable way.

We're relentlessly committed to respecting and upholding the rights of our people, supply chain workers, patients, and the wider communities we serve.

This policy outlines the human rights commitments we hold true every day in our business. It covers all aspects of human rights and modern slavery.



Our human rights impacts

There are **4 key areas** of human rights
which are relevant to our business



Our people



Our patients



**Our supply chain
workers**



Our communities

envisage
REDEFINING GROUP DENTISTRY



Our human rights commitments

We commit to:

- Respect the human rights and dignity of all individuals and communities affected by Envisage's own operations and its entire value chain.
- Comply with all legal requirements related to human rights.
- Respect internationally recognised human rights, as well as:
 - UN Guiding Principles on Business and Human Rights;
 - International Bill of Rights or the rights under the Universal Declaration of Human Rights;
 - And the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.
- Identify, assess, understand, and manage the risk of human rights issues in our own operations, patient care provision, employment relationships, supply chain, and communities. We commit to reviewing those regularly and putting measures in place to manage them where appropriate.
- Wherever possible, follow higher standards than legal minimums to provide a healthy workplace where our colleagues can thrive.
- Manage our recruitment internally for all new joiners. We have processes in place to ensure that new joiners have the right to work in the UK prior to the start of their employment.
- Work with our key supply partners to ensure we maintain highest possible standards for workers in our supply chain, where the risk of human rights issues is not solely determined by Envisage.
- Make sure effective methods of 'speaking up' are available for all people connected with Envisage, to raise concerns and provide effective remedy for anyone whose human rights may have been impacted.
- Train appropriate colleagues to understand their role in this policy.
- Recognise that modern slavery and human rights risks evolve over time and are committed to continuously improving our approach.



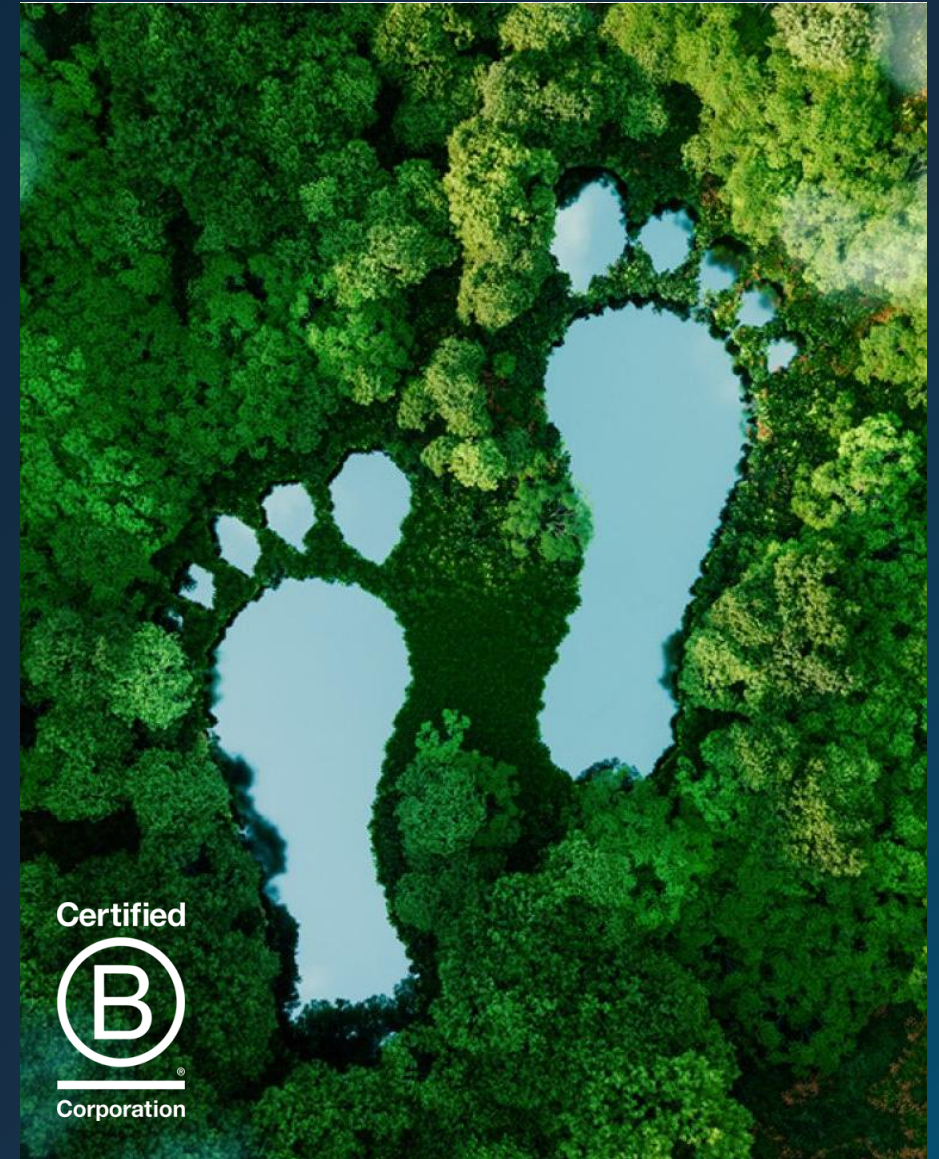
Legal and regulatory framework compliance

This policy supports Envisage's compliance with all applicable UK legislation, including:

- The Modern Slavery Act 2015
- The Equality Act 2010
- The Health and Safety at Work Act 1974, and
- All relevant data protection legislation.

It reflects internationally recognised standards including the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

As a registered B Corp, we also make every effort to ensure that this policy and associated processes are aligned with the most up-to-date B Corp standards.



Due diligence and risk management

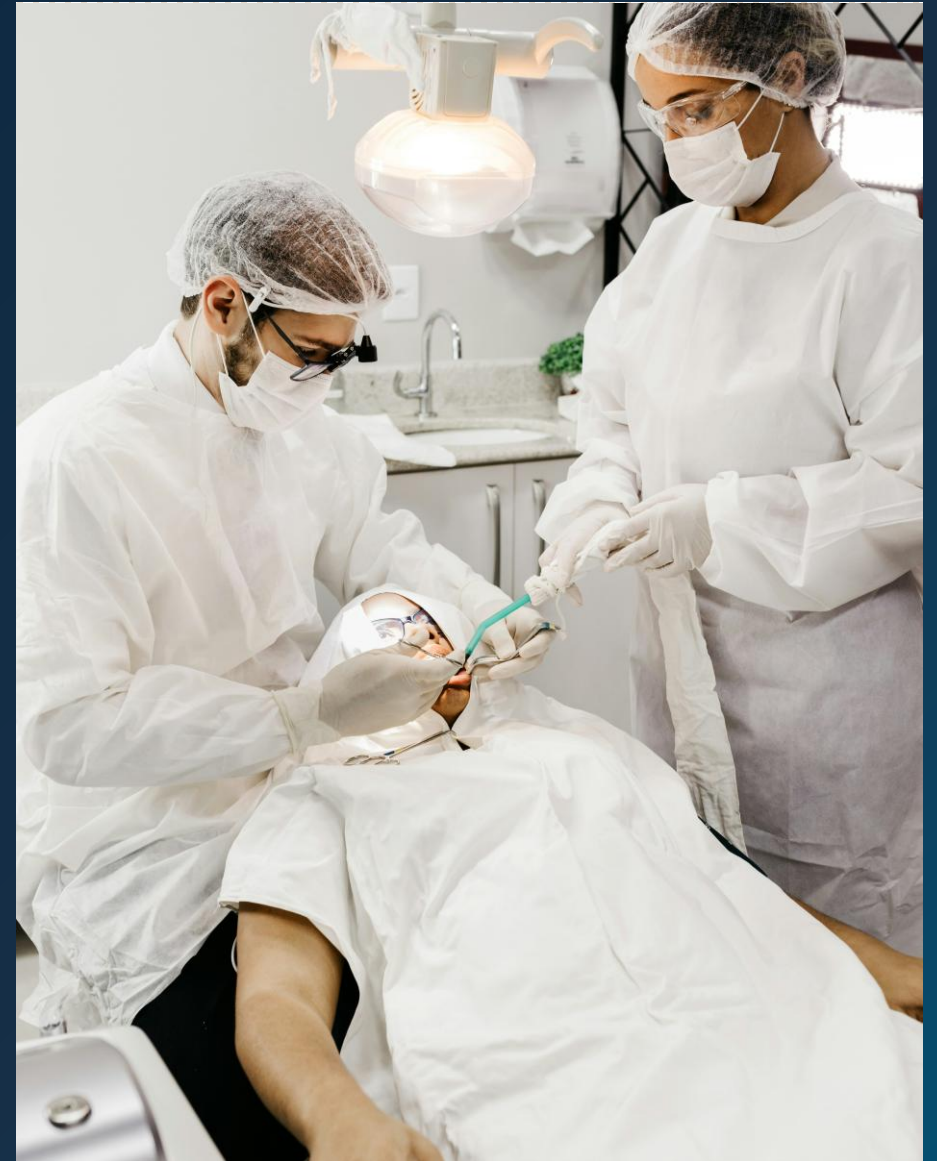
Our approach to identifying and managing human rights related risks

As a dentistry business, the vast majority of our purchasing is done through our key supply partners, who make up over 90 percent of our supply chain.

Prior to major contracts being signed, reviewed, or renewed, each of our key supply partners will undergo a risk assessment which includes:-

- Ensuring the supplier has a Modern Slavery Policy in place that is displayed publicly on their website.
- Validating that Modern Slavery Policy with the supplier.
- Ensuring the supplier has ESG commitments in place that are aligned with Envisage's B Corp status.
- Provision of the supplier's own risk assessment, in particular where smaller organisations are involved in their supply chain.

During the review process, if a supplier is found to have breached the 'Supplier Code of Conduct' or not have the prescribed measures in place, we may take a decision to stop purchasing or, in major breaches, consider that a breach of contract.



Our supplier code of conduct

We are fully aware of the responsibility we bear toward our patients, employees, and the communities in which we work.

Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings. We expect all our suppliers to adhere to the same ethical principles. For this purpose, Envisage Dental UK has drawn up this supplier code of conduct, which sets the standards for being a supplier to us.

Laws and ethical standards

The supplier shall comply with all laws applicable to its business. The supplier should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice. This especially applies to:...

• Child labour

The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (reference: ILO Convention 138/7).

• Forced labour

The supplier shall make no use of forced or compulsory labour.

• Compensation and working hours

The supplier shall comply with the respective national laws and regulations regarding working hours, wages and benefits.

• Discrimination

The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

• Health and safety

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work-related illnesses.

• Business continuity planning

The supplier shall be prepared for any disruptions of its business (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.



Our supplier code of conduct

- **Improper payments/bribery**

The supplier shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. In particular, the supplier may not offer services, gifts or benefits to Envisage Dental employees in order to influence the employee's decision to use a supplier.

- **Environment**

The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment. We expect our suppliers to strive to support Envisage Dental UK's sustainability goals through the products and services they deliver. In this regard, we also expect our suppliers to take climate protection appropriately into account in their own operations, for example by setting climate protection goals for themselves and achieving them.

- **Business partner dialogue**

The supplier shall communicate the principles stated in the supplier code of conduct and detailed above to its subcontractors and other business partners who are involved in supplying the products and services described in the main contract. The supplier shall motivate such parties to adhere to the same standards.

- **Compliance with the supplier code of conduct**

Envisage Dental UK reserves the right, upon reasonable notice, to check compliance with the requirements of the supplier code of conduct. Envisage Dental UK encourages its suppliers to implement their own binding guidelines for ethical behaviour.

The supplier encourages its suppliers to adhere to the ethical standards, human rights, health and safety standards and environmental standards upon which this agreement is based, as part of fulfilling their contractual obligations.

- **Technology, Data Protection and Responsible Use of Digital Tools**

Suppliers providing technology, digital services, software or data processing services must comply with all applicable data protection and privacy laws, including the UK GDPR and Data Protection Act 2018. Suppliers must implement appropriate technical and organisational measures to ensure the security, confidentiality and integrity of personal data processed on behalf of Envisage Dental UK.

Suppliers must ensure that any digital tools, automated systems or artificial intelligence solutions used in the delivery of services operate in a fair, transparent and lawful manner. Suppliers must take reasonable steps to prevent bias, discrimination or unfair treatment arising from the use of such tools, particularly in relation to recruitment, patient services, employee management or decision-making processes.

Where subcontractors or third-party technology providers are engaged, suppliers remain responsible for ensuring compliance with these standards.



Policy governance



The Envisage Board holds ultimate accountability for the organisation's approach to human rights and modern slavery.

The Board oversees this policy, reviews material human rights risks, and monitors progress against our commitments.

The Envisage Executive Team are ultimately responsible for the performance of our business and implementing this policy into day-to-day operations.

The Executive Team are responsible for putting in place the governance, support, process, and resources to ensure everyone at Envisage can uphold this policy in their daily decision-making, business activities, and behaviours in line with our Culture of CARE.

This policy is reviewed annually to ensure it is relevant and fit for purpose. It's made available to all Envisage employees at any time and we also publish it on our website to ensure our commitments are clear to our key supply partners, patients, and future clinic partnerships.

This policy was reviewed and approved by the Envisage Board in July 2026 and is sponsored by the Chief People Officer.



How to report any concerns

If you're an Envisage employee

You can raise potential breaches of this policy through your Manager, through our Whistleblowing channels, details of which can be found on The Hive, or directly to our Chief People Officer.

If you're a patient

You can contact the Clinic Manager of your local practice, or email hello@envisage-dental.co.uk where your query will be passed onto the appropriate team.

If you're concerned about our supply chain

You can contact our Procurement Team, procurement@envisage-dental.co.uk.

