Cantel Medical Corp. U.K. Modern Slavery Statement

This statement is made pursuant to Section 54 of the U.K. Modern Slavery Act 2015 (the “Modern Slavery Act”) and sets out the steps that Cantel Medical Corp. and its subsidiaries (collectively, “Cantel,” “we,” “us,” and “our”) are taking to address the risk of Modern Slavery, as defined by the Modern Slavery Act, in our business and supply chains.

Throughout our global operations, Cantel is committed to conducting business in a legal, ethical, and socially responsible manner, and fostering a culture of compliance with applicable laws, rules, and regulations, including those relating to human rights. This commitment extends to our relationships with our suppliers.

We acknowledge that Modern Slavery is a pervasive global concern and no industry or region is exempt from such dangers. As a result, Cantel takes the measures noted below to protect and promote human rights within our business and supply chains.

Business and Supply Chains

Cantel is a leading provider of infection prevention and control products and services in the healthcare market, specializing in the following reportable segments: Medical, Life Sciences, Dental, and Dialysis.

Due to the diverse nature of our product and services portfolio, our supply chains are complex and geographically broad. We do not purchase raw minerals from mines, smelters, or refiners and rely on our suppliers to provide us with the components and materials that we incorporate into our products.

Policies and Other Initiatives

In an effort to promote socially responsible, ethical, and legally compliant conduct in our business and supply chains, Cantel has implemented a suite of pertinent policies and other initiatives:

- **Code of Conduct**: Cantel’s Code of Conduct defines the fundamental principles and values concerning ethical business conduct that govern our employees, contractors, consultants, and board members, as well as our agents and suppliers. The Cantel Code of Conduct states that such individuals and entities must respect and comply with applicable laws, rules, and regulations of the countries, states, and localities in which Cantel conducts its business. We interpret these standards broadly and require ethical behavior and compliance with the Cantel Code of Conduct to ensure that Modern Slavery does not exist in our supply chains or in any part of our business.

- **Compliance Hotline**: Cantel’s Compliance Hotline is available both in the U.S. and internationally to the employees of Cantel and its suppliers. The Compliance Hotline may be used to report any illegal, unethical, or questionable behavior, including, but not limited to, relating to the Cantel Code of Conduct. Such reports will be investigated under the guidance and direction of Cantel’s legal and compliance departments, as appropriate. Cantel prohibits retaliation against any individual who raises a concern, question, or complaint in good faith.
• **Vendor Code of Conduct:** Cantel’s Vendor Code of Conduct outlines Cantel’s baseline expectations with respect to its direct suppliers. Direct suppliers are expected to comply with all applicable laws, codes, and regulations of each country, state, and locality in which they operate, including, but not limited to, laws and regulations relating to labor and employment, occupational health and safety, trade and human rights, and slavery and human trafficking. Cantel reserves the right to decline to do business with any direct supplier who does not comply with applicable laws, codes, and regulations.

• **Policy Statement Related to Slavery and Human Trafficking:** Cantel’s Policy Statement Related to Slavery and Human Trafficking affirms Cantel’s commitment to respect and support U.S. and international principles aimed at protecting and promoting human rights.

• **Terms and Conditions of Purchase:** Cantel’s Terms and Conditions of Purchase require direct suppliers to comply with all applicable laws, which includes those relating to slavery and human trafficking. Given our efforts to prevent Modern Slavery in our supply chains and the nature of our working relationships with our direct suppliers, we do not conduct independent, unannounced supplier compliance audits.

• **Supplier Diversity and Business Practices Survey:** Cantel’s Supplier Diversity and Business Practices Survey includes questions designed to assess supplier compliance with laws, regulations, and Cantel’s policies related to slavery and human trafficking. Cantel developed the Supplier Diversity and Business Practices Survey in financial year 2020. In future years, pertinent suppliers will be expected to complete the survey and certify that they comply with all applicable slavery and human trafficking-related laws and regulations as well as Cantel’s Vendor Code of Conduct, Code of Conduct, and Policy Statement Related to Slavery and Human Trafficking on an annual basis. We plan to track and monitor supplier responses to better understand the potential for Modern Slavery risks in our direct supply chains.

**Training**

In an effort to keep our employees informed about Cantel’s principles and policies concerning ethical and legal business conduct, the Cantel Code of Conduct has been made available on Cantel’s website and is provided to all new employees upon hire.

In addition, training is provided to pertinent materials and supply chain management employees to ensure awareness of laws and regulations relating to Modern Slavery as well as to suggest factors to consider to mitigate the risk of Modern Slavery in Cantel’s direct supply chains.

**Responsibilities and Further Steps**

In mitigating the risk of Modern Slavery in our business and supply chains, Cantel employs a cross-functional, collaborative approach between Cantel’s compliance, legal, audit, human resources, finance, and materials and supply chain management departments. If any incidence of Modern Slavery is identified or suspected either in the U.K. or internationally, Cantel will take corrective action, as appropriate.
Cantel is committed to continuous improvement in its performance in this area and will continue to take action to detect, better understand, and address the potential risks of Modern Slavery within our business and supply chains. As part of this process, we will periodically review our policies and procedures to help maintain compliance with pertinent laws and regulations.

Board Approval

This statement constitutes Cantel’s U.K. Modern Slavery Statement for the financial year ending July 31, 2020.

This U.K. Modern Slavery Statement has been approved by the Cantel Board of Directors and will be reviewed and updated, as appropriate, on an annual basis.

George Fotiades  
Chief Executive Officer

Date: January 4, 2021