

**California Transparency in Supply Chains Act Declaration
And
UK Modern Slavery Act Statement**

The California Transparency in Supply Chain Act of 2010 and the United Kingdom Modern Slavery Act of 2015 require public disclosures of our efforts to eradicate slavery and human trafficking from our supply chains. This statement provides consumers with additional information that will allow them to make more informed decisions about the goods they purchase.

NuVasive's guiding principles are: Integrity, Leadership, Accountability, Clarity, and Inclusion. We are committed to ethical and lawful behavior. We also expect our suppliers to follow our guiding principles and behave ethically and lawfully when acting on our behalf or for our benefit. We support and respect the protection of human rights and are committed to preventing slavery and human trafficking in our operations and supply chains.

NuVasive is taking the following steps to manage our supply chains responsibly:

- **Verification.** NuVasive conducts an annual risk assessment of suppliers to identify, evaluate, and address the risk of human trafficking and slavery in our supply chain;
- **Audit.** NuVasive conducts periodic audits based on the results of the annual risk assessment;
- **Certification.** On an annual basis, NuVasive requires suppliers to affirm compliance with our Supplier Qualification Program;
- **Internal Accountability.** NuVasive includes reference to its Code of Conduct (the Code) in supplier agreements, thereby clarifying expectations with regard to not engaging in any form of forced, indentured, or child labor, as well as compliance with laws regarding wages and working hours in the countries in which we work and do business. All alleged violations of the Code by suppliers are taken seriously and are investigated. Violations can result in disciplinary action including termination and reporting of criminal activity where applicable.
- **Training.** NuVasive conducts periodic training to suppliers regarding the Code and the risk of human trafficking and slavery in our supply chain. Additionally, NuVasive employees who are directly responsible for supply chain management are provided relevant training on the Code.

Fiscal Year 2021



Michael Loffredo

Chief Risk and Compliance Officer