

## Corporate social responsibility

### Introduction

Corin Group is committed to carrying out its operations in a socially responsible way when dealing with our customers, shareholders, local community, employees and business partners.

By considering the needs of each of these groups, we aim to balance the interests of all our stakeholders and minimise risk within our business operations.

### Customers

We continue to develop and expand our range of orthopaedic reconstruction products. To underpin this commitment, we continue to provide education and training support for healthcare professionals and maintain a significant investment in research and development.

Our products are designed to be safe and reliable for their intended use and comply with or exceed all legal and regulatory requirements. We aim to anticipate future standards and requirements so that the health and safety of customers and patients is enhanced.

### Shareholders

We conduct our operations in accordance with generally accepted principles and rules of good governance, and specifically with the listing rules of the London Stock Exchange. We aim to provide sustained, profitable growth and a superior return for our shareholders.

Corin Group values the views of shareholders and recognises their interest in the group's strategy and performance.

We provide regular, reliable and clear information on our activities, structure, financial situation and performance. In addition to regular dialogue with our major shareholders we offer presentations following the preliminary announcement of year-end and half-year results. We also meet with shareholding institutions that are interested in investing in Corin Group.

### Local community

Corin Group considers contributing to the communities in which it works to be part of its social responsibility and encourages and supports employees who undertake community work.

### Employees

We aim to provide an open, challenging, productive and participative environment for our employees. We communicate regularly with our employees through various media to ensure that they are kept up to date with developments in our business.

We provide the training, information and authority to do a good job and provide fair recognition and reward to our employees based on their performance. We provide encouragement to learn and progress in order to aid the personal development of individuals.

Corin Group recruits, employs and promotes employees on the sole basis of the qualifications and abilities needed for the role to be performed. We do not tolerate discrimination on any grounds and provide equal opportunity based on merit.

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Registered office: The Corinium Centre, Cirencester, Gloucestershire, GL7 1YJ Company number: 1910453 Registered in England

## Corporate social responsibility

Corin aims to achieve world class health and safety performance levels in all its business activities. We are committed to effective communication and consultation on health and safety matters with our employees and other relevant parties. We will provide appropriate health and safety training to all employees to enable them to meet the required standards of performance.

### **Business partners**

We foster open and ethical relationships with our suppliers and pay them in accordance with their agreed terms and conditions. Terms of supply are clearly outlined at the beginning of any new supplier relationship.

### **Environmental impact**

Corin Group recognises and accepts its responsibility to identify and as far as practicable to reduce, re-use and recycle any aspect of our activities, products and services that has an adverse impact on the environment. We commit to comply with all applicable environmental legislation.