



Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person of liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

Maternal Newborn Health Innovations, PBC (MNHI) is a recently formed public benefit corporation focused on the alignment of generating social and public good and value creation. We are committed to operating responsibly, ethically and with integrity in all our business dealings and relationships. We are dedicated to ensuring that modern slavery and human trafficking have no place in our business or supply chains. This statement outlines the steps we have taken, and those we look to implement, to prevent slavery and human trafficking during the financial year 2025.

Our business

In January 2022 MNHI was incorporated in the U.S. for the purpose of developing new medical devices designed to address unmet maternal and newborn health needs. MNHI received ISO 13485 certification in December 2024 and CE certification in April 2025 and is now initiating the market launch of the OdonAssist™ inflatable device for assisted childbirth, with first commercial shipments expected to occur in mid-2025. OdonAssist is designed to provide a gentler and safer method to perform assisted vaginal birth procedures in circumstances of prolonged, difficult labour. It is intended to offer an alternative to forceps and vacuum extraction, originally developed in the 1600s and 1800s (respectively), and both known to cause serious adverse patient reactions, particularly to newborns.

Our Policies

As a start-up, our goal is to establish policies and procedures that reflect our commitment to uphold human rights and ethical business practices, including a zero-tolerance approach to modern slavery and human trafficking. These policies and procedures are currently being developed and will include:

Supplier Code of Conduct: We are elaborating a Supplier Code of Conduct that all our suppliers will be required to adhere to which prohibits the use of forced labour, child labour and any form of modern slavery. Our current major suppliers have implemented human rights and sustainability policies and programs in alignment with international standards and goals such as the UN Sustainable Development Goals and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

MNHI Code of Conduct: During the 2024 financial year, we prepared a Code of Conduct, which was adopted in early 2025, that applies to all MNHI directors, officers, employees, advisors and consultants and sets the foundation for how we behave at MNHI, including following all applicable laws, rules and policies and adhering to the highest ethical standards. Among other topics, our Code of Conduct reinforces MNHI's commitment to respecting and promoting human rights everywhere in the world, including the rights set out in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, with a focus on employees' working conditions, their health and safety, respect for individuals and their privacy, and providing an environment where all employees can thrive free from discrimination and harassment. The Code of Conduct establishes that we comply with laws and regulations where MNHI does business and adopt and apply international standards where local laws are less



stringent and includes grievance mechanisms through which concerns regarding the human rights impacts of our operations can be raised.

Recruitment Policy: Our recruitment policy ensures that all employees are legally entitled to work in the countries in which they are employed and are treated fairly and with respect throughout the recruitment process.

Equal Opportunity Policy: Our equal opportunity policy ensures that all employees and applicants for employment are provided equal opportunities and conditions of employment in a diverse and inclusive work environment.

Training and Awareness: We will implement a training program for team members involved in procurement and supply chain management to raise awareness of modern slavery risks and how to identify and address them.

Due Diligence Processes

We are not aware of any allegations of human trafficking or slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

As we look forward to the initial commercialization of our product, we recognize the need to conduct risk assessments of our supply chain. Our due diligence processes will include:

- Conducting risk assessments to identify high-risk areas within our supply chain.
- Engaging with suppliers to understand their policies and practices regarding modern slavery.
- Implementing measures to monitor and evaluate supplier compliance with our standards in the longer term.

These assessments will guide the establishment of our supply chain process.

Reporting Mechanisms

We encourage all MNHI team members, suppliers and other stakeholders to report any concerns related to modern slavery or human trafficking. Reports can be made directly to MNHI management.

We are committed to establishing the necessary processes and procedures to combat modern slavery. As our company continues to grow, we intend to continually expand and enhance our internal training and supplier management due diligence efforts to effectively identify and respond to modern slavery risks.

This statement covers our financial year ended 31 December 2024 and was approved by the Board of Directors of Maternal Newborn Health Innovations, PBC on June 3, 2025.

Signature: _____

Gary Cohen
Co-Founder, Director and Chief Executive Officer
Maternal Newborn Health Innovations, PBC