

The California Transparency in Supply Chains Act of 2010

Disclosure Statement:

The California Transparency in Supply Chains Act of 2010 is designed to increase the amount of information made available by manufacturers and retailers regarding efforts to address the issue of slavery and human trafficking. This disclosure applies to all Integer Holdings Corporation subsidiaries that are California taxpayers subject to the California Transparency in Supply Chains Act.

Verification

Integer currently requires all new suppliers to undergo a Quality audit that reviews human resources and labor practices. In addition, we have a supplier management review process that evaluates risk.

Audits

Integer currently requires all new suppliers to undergo a Quality audit that reviews human resources and labor practices. High risk suppliers are audited at least annually. We periodically conduct announced audits and have permission with some suppliers to conduct unannounced audits.

Certification

Our suppliers are required to provide a certificate of conformance and source for direct materials. While the certificate may not specifically cover slavery and human trafficking, it does provide material source controls. No changes can be made to material processes or sources without written approval from Integer.

Internal Accountability

The Integer Code of Conduct prohibits child and forced labor. Those who violate our Code may be subject to disciplinary action, up to and including termination of employment or other appropriate consequences for non-Associates.

Training

While Integer does not currently provide separate training on human trafficking and slavery, training is provided on the Company's Code of Conduct which addresses Human Rights and Fair Labor Practices and more specifically, a prohibition against child and forced labor.

