

ENVIRONMENTAL HEALTH and SAFETY POLICY

Zimmer Biomet is committed to protecting the environment and the health and safety of our employees, our customers and the public.

We maintain management systems designed to ensure compliance with applicable regulations and company requirements, and which support the integration of EHS into our business processes.

Zimmer Biomet is committed to the protection of human health and prevention of pollution. We strive to identify and eliminate negative EHS impacts associated with our facilities, activities, services and products throughout their lifecycle.

We commit to continual improvement of our EHS management systems and performance. We establish EHS objectives and targets, conduct management systems and performance evaluations, and periodically share results with our employees, our customers, and the public.

Zimmer Biomet will support dialogue with interested parties, including our employees, customers, and the public, and be responsive to their EHS concerns and suggestions. We will share information and openly communicate about our EHS management systems and EHS impacts of our activities, services and products.

Zimmer Biomet facility managers have the primary responsibility for implementing this policy, allocating resources, and establishing and supporting EHS programs. Management at all levels will take actions to ensure that all employees understand the meaning and importance of this policy. Our employees are responsible for integrating EHS considerations into their work activities.



ZIMMER BIOMET

David C. Dvorak
President and Chief Executive
Officer
Zimmer Biomet, Inc.

Environmental, Health and Safety Codes of Practice Purpose:

The Environmental, Health and Safety (EHS) Codes of Practice set forth Zimmer Biomet EHS requirements for our business functions and facilities worldwide. In essence, the Codes operationalise the Company EHS Policy. The EHS Codes of Practice serve as a blueprint for increasing productivity, growth and customer focus by integrating EHS into our day-to-day business management systems. The Codes also support compliance with all applicable and relevant EHS laws and Company EHS policies and requirements. They serve as the basis for continuous improvement of our operations worldwide.

The Codes, which summarise existing requirements, are directed to the management of all facilities and business functions (e.g. marketing, human resources, maintenance, engineering, packaging, finance, research and manufacturing). Each manufacturing facility shall adopt all elements of these Codes of Practice. Business functions and other facilities must adopt, at a minimum, those elements which pertain to their areas of functionality and support the overall division goals and objectives. The Company expects a senior management representative at each location to be assigned responsibility for coordinating that location's activities to comply with these Codes and support overall corporate goals and objectives. Each manufacturing facility measures and reports its progress towards meeting these Codes of Practice through the annual EHS self-assessment program.

The Codes of Practice are described in the following pages. If you have any questions or comments regarding the implementation of these Codes, or in integrating EHS into your business activities, please contact EHS staff.

Programs and Procedures

Management Principle

Each facility and function shall establish and implement programs and procedures in order to: conduct operations safely and in an environmentally-responsible manner; ensure conformance with all applicable EHS laws, Company EHS policies and requirements and tie the facility's and function's performance to corporate EHS goals and objectives.

Requirements

Management Commitment

- Each facility and affected function shall demonstrate commitment by complying with the corporate EHS Policy and the EHS Codes of Practice.

Program Scope

Company and manufacturing facility staff shall establish mutually consistent, measurable performance goals that support EHS requirements. Goals will be documented and sufficient resources will be allocated to ensure that goals are achieved.

Integrated Management

Management Principle

Each facility and function shall integrate EHS programs and procedures into its business activities, as appropriate.

Requirements

Accountability

- Each level of management shall identify, understand and ensure compliance with applicable EHS requirements.
- Progress towards achieving EHS goals and objectives shall be addressed as part of employee performance feedback, as appropriate.



Planning

- Each manufacturing facility and affected function shall prepare strategic plans that incorporate EHS goals and targets. EHS planning will be designed to minimise or eliminate the potential for adverse EHS impact which might reasonably arise from business activities. Plans will be reviewed periodically and will reflect how and when EHS goals and targets will be achieved.
- Each manufacturing facility and affected function shall describe in their business plans how corporate and facility EHS goals shall be supported and achieved.
- Each manufacturing facility and affected function shall integrate EHS management into annual and long-term plans, performance goals and programs.

Resources

- Each facility and function shall provide resources that are sufficient to conform to EHS requirements.

Continual Improvement

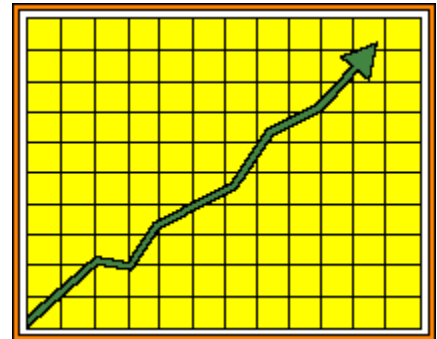
Management Principle

Each facility and affected function shall ensure that Company requirements are periodically evaluated and continually improved to enhance worker health, safety and environmental protection. Evaluations shall take into consideration technical developments, recognised EHS best practices, scientific understanding, and customer, community and other stakeholder expectations.

Requirements

Assessment and Continuous Improvement

- Each facility and affected function shall periodically evaluate its programs and practices by benchmarking against industry leaders and competitors.
- Each manufacturing facility shall conduct annual self-assessments of performance against EHS requirements.
- Each manufacturing facility shall measure and report its progress towards meeting the Codes of Practice through the annual EHS self-assessment program.

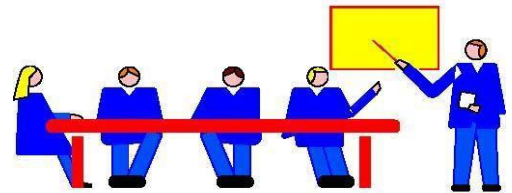


Employee Education

Management Principle

Each facility and affected function shall educate, train and motivate employees to conduct their activities safely and in an environmentally-responsible manner.

Employee training will be sufficient to fulfil employees' EHS-related responsibilities and comply with applicable EHS requirements.



Requirements

Employee Education

- Employee education regarding EHS shall include the following:
 - EHS employee awareness
 - EHS technical and professional training
 - Management awareness
 - Training that satisfies EHS requirements
 - Mechanisms to evaluate the effectiveness of training
- Each manufacturing facility and affected function shall have a system in place to:
 - ensure that relevant EHS goals and objectives are communicated to employees
 - develop employees' skills and knowledge in support of EHS goals and objectives

Employee Participation and Motivation

- Systems shall exist for seeking and responding to employee comments about EHS training
- Activities shall exist for motivating employees to improve EHS performance and to recognise employee achievements with substantial EHS benefits.

Acquisitions and Divestitures

Management Principle

The Company shall identify EHS impacts and evaluate potential risks and liabilities for all acquisitions, divestitures and joint ventures.

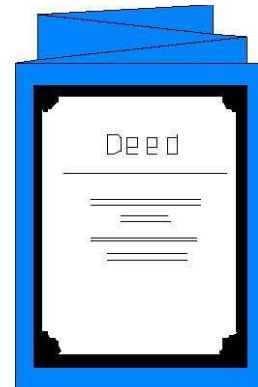
Requirements

Notification

- The Real Estate and Facilities Director shall be notified prior to any real estate transaction or the sale, purchase or lease of a business.

Review Criteria

- The Company shall ensure that the following items are reviewed prior to the sale, lease, decommissioning or purchase of real property
 - compliance with EHS requirements
 - existing and potential EHS risks and liabilities, including decommissioning requirements
- Corrective actions and control measures identified by the review shall be considered in structuring the acquisition, divestiture or joint venture.
- Affected management shall refer to the GSOP 12.819 Environmental, Health and Safety (EHS) Impact Evaluation for Acquisitions, Divestitures and All Other Real Property Transfers for additional guidance on assessing EHS impacts before divesting or acquiring a site or business.



Products and Services

Management Principle

Each manufacturing facility and affected function shall identify, evaluate and minimise direct and indirect EHS impacts for product lines and services provided.

Requirements

Product Life Cycle (PLC) Program

- Each facility and affected function shall participate, as appropriate, in the Company PLC program in order to assess, and reduce, EHS impacts.
- The purpose of the PLC program shall be to develop and provide products and services that:
 - minimise negative EHS impacts
 - are safe in their intended use, transportation and storage
 - are efficient in their use of energy, water and natural resources
 - maximise the potential for recycling, reuse and safe disposal



Resource Focus

Each manufacturing facility and affected function shall have EHS management systems in place to ensure responsibility resource selection, use and exposure management.

External Customer Support

Management Principle

Each manufacturing facility and affected function shall ensure that the known EHS hazards or negative impacts of its products are appropriately communicated to potentially affected customers, distributors or the public.

Requirements

Partnership with Customers

- Each manufacturing facility and affected function shall monitor and address the EHS expectations and concerns of external customers.
- Each manufacturing facility and affected function shall work in partnership with its customers to communicate information about potential EHS risks and impacts that are associated with its products and services, as appropriate. The information shall:
 - Result from cross-functional coordination between a number of functions including, but not limited to, marketing, product planning, sales, government affairs, legal, EHS and operations
 - At a minimum, meet EHS requirements
 - Respond to the needs and preferences of customers, distributors and the public
 - Explain, if appropriate, the concept of PLC to identify and minimise EHS impacts throughout the product's life cycle



Business Activities and Operations

Management Principle

Each facility and affected function shall identify, evaluate and manage the facility's and function's EHS impacts.

Requirements

EHS Requirements and Technical Support

Company locations worldwide shall refer to the Zimmer Biomet "EHS Requirements and Technical Support". These are supported by a comprehensive set of reference documents that provide specific requirements for successful implementation of the EHS Codes of Practice. Some sections of the EHS Requirements and Technical Support apply to all locations (including sales and administrative offices) but most sections are directed primarily to manufacturing and distribution facilities. EHS Requirements include-



- Energy Management
- Air Quality
- The Ergonomics Process
- Flammable Liquids
- Combustible Dust
- Regulatory Inspections & Contacts
- Hazard Communication Program
- Material Safety Data Sheets
- Breaking & Clearing Hazardous Materials
- Compressed Air
- Compressed Gases
- Confined Space Entry
- Controls for Walking/Working Surfaces
- Electrical Equipment
- Employee-Owned Equipment
- Equipment Design
- Eyewashes and Safety Showers
- Hydraulic, Pneumatic, Forging, and Mechanical Power Presses
- Ladders & Scaffolds
- Machine Guarding and Anchoring
- Material Handling
- Motor Vehicle Safety
- Overhead Cranes and Hoists
- Power Tools
- Powered Industrial Trucks & Other Driven Material Handling Equipment
- Working Alone
- Zero Energy State Lock-out/Tag-out
- Employee Exposure Control
- Biological Hazards
- Exposure to Airborne Contaminants
- Occupational Noise Exposure
- Ventilation
- Laboratory EHS Requirements
- Laboratory Electrical Systems
- Accident/Significant Incident Analysis and Reporting
- Personal Protective Equipment
- Respirators
- Capital Appropriation Requests
- Ionising Radiation
- Non-Ionising Radiation
- Environmental Release Risk Assessment Program
- Asbestos-Containing Materials (ACM)
- Polychlorinated Biphenyls
- Storage Tank Management
- Considerations in a Transportation Incident
- Hazardous Materials Classification
- Information Provided to Customers
- Packaging
- Training for Shipment of Hazardous Materials
- Transportation of Hazardous Materials and Dangerous Goods
- Control of Hazardous Substances
- Wastewater Management
- Water Management
- Drinking and Process Water Supply

Research Support Management

Management Principle

Each manufacturing facility and affected function shall conduct or support research to develop solutions to significant EHS challenges associated with the manufacturing facility and function.

Requirements

Scope of Research

- Each manufacturing facility and affected function shall:
 - provide adequate resources to conduct or support research (research broadly covers any organised efforts to obtain new information and understanding of EHS challenges)
 - incorporate research into business planning
 - establish mechanisms for communicating the results of EHS research

Precautionary Approach

Management Principle

Each manufacturing facility and affected function shall proactively identify EHS issues that will impact operations and implement necessary corrective actions.

Requirements

Scientific and Technical Understanding

- Each manufacturing facility and affected function shall develop and maintain a system to evaluate EHS impacts associated with its activities in order to identify potential negative impacts.
- Scientific uncertainty shall not preclude efforts to address negative EHS impacts associated with products and business activities.

Risk Assessment

- If the manufacturing facility or affected function identifies a business activity that may result in serious EHS effects, the facility or function shall be responsible for evaluating the risk presented by the activity.

Modifications to Business Activity

Based on its assessment of risk, and consistent with scientific and technical understanding, each business function and facility shall modify its business activities to minimise the risk of serious environmental harm, accidents, incidents or business interruption



Contractors and Suppliers

Management Principle

Each manufacturing facility will encourage suppliers and contractors to adopt EHS policies and practices consistent with our own and to demonstrate a commitment to safe and environmentally-responsible products, service and management. Suppliers and contractors shall provide products and services that comply with applicable EHS requirements.



Requirements

Contract Manufacturer and Supplier Evaluations

- Depending on the nature of the operations of a contract manufacturer, an EHS evaluation of the facilities and operating practices shall be considered.
- As appropriate, each manufacturing facility and affected function shall consider conducting an EHS evaluation of other suppliers as well.

Purchasing Guidelines

- Without compromising the quality and competitiveness of our products or operations, Strategic Sourcing shall pursue reasonable efforts to minimise adverse EHS impact directly associated with materials and services purchased by the Company.

Emergency Prevention, Preparedness and Response

Management Principle

Each facility shall develop, implement and maintain emergency prevention, preparedness and response plans or procedures to address EHS incidents. Such plans shall be coordinated with emergency services, relevant authorities and the local community. Each business function shall assess its potential for EHS incidents and participate, if appropriate, in the emergency planning process.

Requirements

Hazard and Incident Assessment

- A hazard and incident assessment process shall exist which identifies the risks of potential EHS incidents and implements appropriate preventive measures.

Emergency Response Plan

- An emergency response plan shall include responsibilities and procedures for responding to and mitigating emergency incidents.
- The plan shall be periodically tested and reviewed for effectiveness and revised as necessary.



Transfer of Technology and Best Practices

Management Principle

Each manufacturing facility shall participate in the sharing of technology and best practices related to EHS performance and management systems.

Requirements

Company Information Transfer

- Each manufacturing facility shall participate in information transfer about technologies and best practices that relate to EHS impacts.

External Information Transfer

- Each manufacturing facility shall participate in systems (e.g., through trade associations) which identify best practices developed and implemented outside the Company.
- Each manufacturing facility shall benchmark its EHS performance against appropriate competitors and other leadership companies.
- Without compromising the Company's intellectual property rights and competitive advantage, each manufacturing facility shall endeavour to share its best practices and technology with relevant external audiences.



Common Effort: Good Citizenship

Management Principle

Each facility and affected function shall contribute, as appropriate, to public policy and to business, governmental and educational initiatives that will enhance EHS awareness and protection in the community.

Requirements

Public Policy

- Each facility shall work, as appropriate, with the public leaders in developing effective and feasible EHS policies, so that EHS benefits and burdens are shared fairly by all members of society. Activities can include:
 - participation in private-public sector cooperative initiatives
 - working with other industry leaders to develop management tools for EHS excellence

EHS Awareness and Education

- Each facility and affected function shall consider opportunities to participate in, or sponsor, private and public sector initiatives to raise EHS awareness and understanding in the community.



Communication with Stakeholders

Management Principle

Each facility and affected function shall support openness and dialogue with Company and external stakeholders, anticipating and responding to their concerns about the potential EHS hazards and impact of products, operations and services.

Requirements

Stakeholder Communications Systems

- Each facility and affected function shall develop communication systems that:
 - identify key stakeholders including, but not limited to, employees, shareholders, customers, contractors, suppliers, government regulators and legislators, neighbours and the public
 - support ongoing dialogue and relationships with stakeholders
 - where appropriate, integrate significant stakeholder concerns and expectations into business goals

Measurement and Reporting

Management Principle

Each manufacturing facility shall measure its EHS performance through record keeping, audits and self-assessments.

Requirements

Resource Focus

- Each manufacturing facility shall conduct periodic assessments to ensure:
 - responsible resource selection
 - efficient use of resources
 - management of exposure to hazardous resources (e.g., materials, equipment and energy)

EHS Operating Results

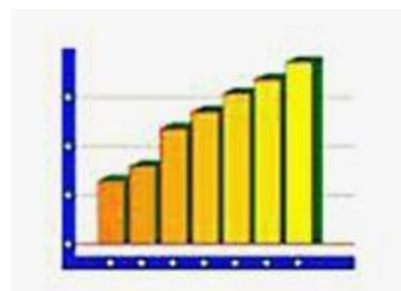
- In order to identify, evaluate and resolve the EHS impacts related to its operations, each manufacturing facility shall measure its performance by completing the annual Operating Results survey.

EHS Auditing

- Corporate EHS shall conduct periodic audits to determine compliance with EHS requirements.

Reporting

- Each manufacturing facility shall develop reporting systems that ensure that measurement results are reported, as appropriate, to key stakeholders.



Glossary of Terms and Definitions

Capital Appropriation Request – the documentation required to support a request for expenditure of Company funds for acquisition or construction of a capital asset.

Codes of Practice – Zimmer Biomet Company EHS requirements for its business functions and facilities worldwide.

Company – Zimmer Biomet Company and majority-owned joint ventures.

Contract Manufacturer – any facility, business or other entity not owned or operated by the Company which manufactures, finishes, produces, formulates, packages or processes a product, intermediate, raw material, or packaging material to the Company's custom specifications. The Company may or may not own the material used by a contract manufacturer.

Employee – for the purposes of these Codes of Practice only, and for convenience of reference, the term "employee" includes all employees, full time or part time, and all personnel, including contract personnel, affected by these Codes.

EHS Coordinator – generic term for the employee(s) who serves as a focal point for the EHS program. The actual title given to the EHS coordinator at a particular location may differ from this generic term. The term also includes employees who fill the role on part-time basis.

Facility – a plant, warehouse, laboratory, office or combination of any of these at a single physical site.

Manufacturing Facility – Facility that manufactures products.

Affected Function – Functions that have a direct involvement in achieving compliance with a particular EHS Code of Practice or related requirement.

Government – national, provincial, federal, state, local and other governments which have authority over a facility.

Supplier – any facility, business or other entity which supplies a product, intermediate, raw material, packaging material or services.

EHS Requirements and Technical Support – detailed implementation information corresponding to each of the Codes of Practice.

Acronyms

CAR Capital Appropriation Request
EHS Environment, Health and Safety
PLC Product Life Cycle