



GLOBAL HUMAN RIGHTS POLICY

Hollister Incorporated¹ is an independent, employee-owned company that develops, manufactures, and markets healthcare products worldwide. The company spearheads the advancement of innovative products for ostomy care, continence care and critical care, and also creates educational support materials for patients and healthcare professionals.

People are at the center of everything we do. Our Immutable Principle, Dignity of the Person, recognizes that every human being has dignity and value, and we are committed to playing a positive part in their lives. We, at Hollister, are committed to eliminating human rights abuses and implementing strong human rights protections for our associates and the individuals connected to our business.

We respect internationally recognized human rights as defined in the ***United Nations Declaration of Human Rights*** and recognize the principles referenced in the ***International Labor Organization's Declaration on the Fundamental Principles and Rights at Work***.

Consistent with these principles and our own values, we conduct continuous analysis to better understand the human rights impacts that may be linked to our operations, products, and services. We seek to understand potential or actual risks to our business. As far as is reasonably achievable, this policy applies to Hollister, supply chain partners, suppliers (regardless of tier), and third-party contractors. We respect the rights and dignity of everyone.

This Human Rights Policy defines our commitment to respecting universal human rights, outlines the scope of our policy, highlights stakeholder expectations, and provides implementation mechanisms for the integration of these commitments into business functions.

Our Core Values

The company's Immutable Principles stand as unwavering pillars guiding our mission and shaping our identity as an organization. These Principles define who we are and how we operate. They include:

- **Dignity of the Person:** Our employees, indeed all people, have dignity and intrinsic value independent of the work they do. We treat our associates, and we treat each other, with respect. We vigilantly strive to meet the needs of those who use our products and services. In the process, we make life more rewarding for them and we ourselves become better human beings.

¹Throughout the course of this policy, Hollister Incorporated may use personal pronouns such as "we", "our", or "us".

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- **Service:** We serve those who use our products and services, our other customers, each other, and our communities, all with humility, compassion, and perseverance.
- **Integrity:** Integrity is at the heart of how we do business. At Hollister, the ethical way is the only way. We are open and truthful, treat others justly, and do the right thing even when it is difficult.
- **Stewardship:** We have been entrusted with an independent and employee-owned company. As stewards of that trust, we are guided by the policies and principles of our founder, John Dickinson Schneider, to ensure that our company continues in perpetuity as independent and employee-owned, and that, as the company grows and prospers, it remains financially strong. We make decisions based on the long-term best interests of the company and live by John Dickinson Schneider's motto: "Only first class is good enough."

Commitment to Human Rights

Based on our Core Values, Hollister is committed to utilizing the ***United Nations Guiding Principles on Business and Human Rights*** and the ***OECD Guidelines for Multinational Enterprises*** as the frameworks for carrying out our human rights due diligence. In addition to adhering to national and local laws and regulations in the markets in which we operate, we adhere to and uphold universal human rights as an essential part of our company identity.

Our Human Rights Focus and Initiatives

At Hollister, our approach is one of continuous learning. Through our commitment to uphold and respect human rights, we consider the human rights impacts of our operations and aim to better understand and address potential impacts that may occur. Our human rights efforts focus on:

- **Inclusion and Diversity:** We value and advance the inclusion and diversity of our associates, customers, community partners, and suppliers. We provide equal employment opportunities and actively work to bring different perspectives together to develop the best solutions for those who use our products and services.
- **Discrimination:** We are dedicated to creating a work environment free from discrimination, encompassing race, ethnicity, nationality, sex, gender identity, sexual orientation, religious affiliation, age, and ability. We integrate this commitment into internal policies, emphasizing dignity, respect, and the freedom from harassment or abuse.
- **Anti-Violence:** We have zero tolerance for aggressive or violent acts and/or threats in the workplace. We are committed to preventing incidents of workplace violence and to maintaining a safe, secure, and productive work environment for associates, contractors, and visitors whether on-site or off-site during work-related activities.
- **Child Labor:** We strictly oppose child labor and adhere to all legal working age regulations in the geographies we operate.

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- **Forced Labor:** We have a zero-tolerance policy to all forms of modern slavery, including forced labor, human trafficking, involuntary or slave labor, and prison labor. We are committed to preventing coercion, threats, or physical force in the workplace.
- **Ethical Recruitment:** We safeguard against human trafficking or individuals being forced to work against their will and do not charge any fees or ask for any money as part of our employment application process.
- **Health and Safety:** We prioritize the health and safety of all individuals associated with our operations. We provide safe working conditions in line with occupational health and safety standards and regulations, with safeguards to protect against occupational injury and hazard exposure. We also commit to providing a healthy workplace recognizing our associates' right to a clean, healthy, and sustainable environment. Further, we provide our associates with many different resources to assist with their wellness journey.
- **Freedom of Association:** We support our associates' rights to form and join a legally recognized union of their choice or any other body that represents their collective interests without fear of retaliation, intimidation or harassment. We respect our associates' rights to collective bargaining and are committed to constructive dialogue with their freely chosen representatives.
- **Working Hours:** We recognize our associates' right to rest and leisure and will comply with local or applicable laws and regulations with regard to working hours and overtime. We provide competitive time off and leave programs to support our associate's rest and leisure.
- **Fair Wages and Benefits:** We are committed to providing at least a fair wage and compensation to our associates, as well as comply with or exceed applicable minimum wage laws where we do business.
- **Privacy:** Hollister is committed to protecting and safeguarding the privacy and personal data of all associates, end-users, customers, business partners, and any other entity or individual that has entrusted such data to us.

Across our business, we endeavor to maintain high standards to ethics, diversity, responsible supply chain practices, traceability, and transparency. Our initiatives include:

- **Inclusion & Diversity Committee:** We have a dedicated associate group focused on Inclusion & Diversity that maintains an online resource accessible by all associates. This Committee provides direct updates to senior leadership on a quarterly basis.
- **Human Rights Committee:** In 2023, we established a committee made up of members from relevant departments such as legal and compliance, human resources, sustainability, global markets, and supply chain. The committee meets on a regular basis to address issues related to human rights and continue efforts in our due diligence.
- **Modern Slavery Governance Committee:** Operating in our UK market, we have a committee that meets up to three times a year regarding modern slavery and human trafficking

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specifically in the UK. This Committee regularly reviews our annual UK modern slavery statement.

- Awareness Training: We provide internal associate training on a variety of human rights-related topics and strive to increase the awareness of human rights throughout our organization.
- Transparency and Reporting: We review and provide updates on the progress of our human rights activities internally through established communications channels and externally through our sustainability reports.
- Assessment: We are working to establish a formal human rights due diligence program that utilizes a risk-based approach to identify and prioritize human rights impacts based on their risk severity and likelihood. We will be working with suppliers to assess these risks and employ risk mitigation strategies such as the identification and prevention of human rights impacts throughout the supply chain. We are actively working to develop goals and Key Performance Indicators to help us establish ongoing monitoring and evaluation.

Supply Chain Responsibility

At Hollister we acknowledge the importance of understanding and addressing human rights risks in our supply chain and global operations. We expect our business partners, including all suppliers and other third-parties, to conduct business ethically and in accordance with applicable law and industry standards. We expect our suppliers and distributors to demonstrate the same commitment to respecting the dignity of their workers and uphold the same high standards and principles that we do. Our [Supplier Code of Conduct](#) outlines our expectations and compliance requirements.

Grievance Process and Remedy

Hollister strives to maintain an open and welcoming environment, without any form of discrimination, harassment, or reprisals. We do not tolerate retaliation. If any individual believes that there is a violation of any of the human rights outlined in this statement or any of our corporate policies, they are encouraged to report it immediately.

There are several channels to do so, including by contacting our Compliance team through email at compliance@hollister.com. Hollister associates are encouraged to report issues to their direct manager. Additionally, Hollister uses an online platform administered by an independent contractor and is accessible 24 hours a day, seven days a week, in any language. It can be accessed at www.hollister.ethicspoint.com.

We aim to establish relationships with organizations that share our values and promote human rights awareness across our value chain through training, communication, and the establishment of grievance mechanisms.

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Governance

Our Human Rights Policy is owned by our Vice President & Chief Human Resources Officer and is administered and implemented by our Director of Environmental, Social and Governance with support from HR, Compliance and other Departments, as needed. The Human Rights Committee meets quarterly and reviews initiatives related to human rights. This committee aids in the effective integration of human rights themes into existing company policies and procedures. Where policies and procedures do not exist, the committee works to establish such practices to support and respect human rights throughout the business. As part of our strategy and enterprise risk management process, our Vice President of Global Ostomy Manufacturing and Executive ESG Sponsor periodically provides updates to the Board and Senior Leadership Team on our ESG progress, including Human Rights matters.

Conclusion

Hollister firmly believes that the protection of human rights is central to our mission and values. We are dedicated to upholding the principles outlined in this policy and pledge to work collaboratively across our organization and with various stakeholders to protect human rights within our reasonable sphere of influence.

Our commitment to human rights is complemented by existing policies, including but not limited to, our code of conduct, modern slavery statement, and policies that cover whistleblowing, anti-harassment, supplier conduct, health and safety, and employment.

We acknowledge that our human rights work is a journey, and we are committed to continuous learning and improvement.

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