

HUMAN RIGHTS POLICY

Objective/Purpose

We respect and promote human rights and the dignity and privacy of individuals as an integral part of our mission to advance healthcare worldwide. We are committed to conducting business in a lawful, ethical, and sustainable manner and require our management, employees, suppliers and business partners to respect human rights and to ensure that our work complies with this commitment by taking action to identify, prevent, mitigate, eradicate and remedy adverse human rights within our supply chains and other business relationships.

Applicability/Scope

This Policy applies to all Team Schein Members worldwide employed by Henry Schein, Inc. or any majority-owned entity (greater than or equal to 50.1%), including subsidiaries, joint ventures, and affiliates (collectively referred to as “We” or “Our”).

Policy

Working in a safe, inclusive and respectful environment is central to who we are. We follow the guiding pillars below and require our suppliers to do the same.

PROTECT HEALTH AND SAFETY

We maintain a safe and healthy work environment by:

- minimizing the risk of accidents, injury and exposure to health risks through the use of protective equipment and other measures, training, and auditing
- establishing safety and security policies and procedures in local languages

PROVIDE FAIR WAGES AND BENEFITS

We compensate employees, including temporary workers, fairly based on applicable wage and hour laws including minimum wage, overtime and maximum hour rules.

We provide benefits aligned with labor standards and local market conditions.

Employees are entitled to time off, sick leave, holiday leave, as well as parental leave in accordance with the legislation of their respective work jurisdiction.

ENSURE PRIVACY AND DATA PROTECTION

Protecting personal, health, and business information is a fundamental aspect of dignity and trust, and we maintain systems and controls designed to safeguard such data. Our reasonable security measures and practices are reviewed regularly through risk assessments and audits, and we provide regular awareness training to our employees.

PROHIBIT HARASSMENT, DISCRIMINATION AND VIOLENCE

We support our employees' rights to freedom of association, freedom of expression, and to be heard. A harassment- and violence-free workplace allows our employees to perform their work to the best of their abilities. We do not tolerate harassment – whether physical, verbal, sexual, psychological, bullying, mobbing, or moral – violence (including threats).

We prohibit actual or perceived discrimination in the workplace based on race, color, religion, alienage or national origin, ancestry, citizenship status, age, disability, gender, marital status, pregnancy, veteran status, sexual orientation, gender identity, or any other characteristic protected by applicable law.

PROMOTE INCLUSIVITY

We encourage inclusivity and are committed to providing fair and equal opportunities for all employees and make employment decisions – including hiring, placement, promotion, development, and compensation – based on factors such as qualifications, experience, performance, skills and potential.

PROHIBIT FORCED LABOR, CHILD LABOR AND HUMAN TRAFFICKING

Our commitment to preventing, eradicating and prohibiting forced labor of any kind within our businesses and in those of our suppliers includes all forms of slavery, human trafficking, child labor, and compulsory labor (such as prison labor, indentured labor, bonded labor, or military labor).

REQUIRE SUPPLY CHAIN RESPONSIBILITY

We further our commitment to promote fundamental human rights by informing our suppliers of our expectations through our *Global Supplier Code of Conduct* ("Supplier Code"). The Supplier Code addresses business integrity, labor practices, employee health and safety, environmental responsibility, and ethical sourcing, including conflict minerals and other regulated materials. The Supplier Code also complements our *Worldwide Business Standards*, which establish the ethical and legal responsibilities that all our employees are accountable for upholding in their daily work activities.

COMPLETE TRAINING

Our employees receive annual training on human rights matters relevant to their roles and responsibilities to enhance their knowledge.

MONITOR AND AUDIT SUPPLIERS

Given the size, complexity, and global reach of our supply chain, we take a risk-based approach to monitoring social and labor conditions. We employ a risk-based due diligence process, including assessments, monitoring, and audits to evaluate suppliers' compliance with our expectations. Where deficiencies are identified, we work with suppliers to implement corrective actions. Where remediation is not achieved, relationships may be reconsidered or terminated.

We track our key suppliers' compliance with our Supplier Code through various measures such as desk audits, site visits, business reviews, supplier risk evaluation scorecards, supplier assessments, supplier monitoring software and independent 3rd party audits. We continue to expand our due diligence efforts with more advanced standards, tools, and initiatives.

SPEAK UP ABOUT MISCONDUCT

Our employees or third parties who observe or suspect a violation of law, this Policy or the Supplier Code have multiple reporting avenues. Prompt reporting is encouraged, where possible, to an immediate or next level manager. Other reporting channels are available, such as Human Resources, Legal or the Ethics & Compliance Department.

A global Confidential Compliance Helpline is also available by phone or web portal. The Helpline is available 24 hours a day, 7 days a week. Translation services are available for non-English reports. All reports are treated as confidential, where permitted by law, and the reporter may remain anonymous, where permitted by law.

Employees who report an ethical or legal concern in good faith will not be subject to retaliation for speaking up. Henry Schein treats all claims of retaliation seriously, investigates them and, if substantiated, takes appropriate disciplinary action.

References

Our approach to respecting and protecting fundamental human rights is supported by:

- United Nations Universal Declaration of Human Rights
- International Covenant on Economic Social and Cultural Rights
- International Covenant on Civil and Political Rights
- International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.