

## **ESG POLICY STATEMENTS**

### **Data Protection**

Data is one of our most valuable assets, and we seek to protect it well. We impress upon our team members that they are our first line of security by providing training on all aspects of cybersecurity. Additionally, we have implemented compliance processes to address personal data requests and continue to revise these as necessary based on the evolving data privacy regulatory landscape and best practices.

### **Conflict of Interest**

We provide training to team members to help them recognize and appropriately address all situations that might lead to a real or apparent material conflict between their self-interest and their duties and responsibilities as an employee, officer, or director of the Company. We make clear that disclosures of real or apparent conflicts should be made to their supervisor or compliance personnel.

### **Human Rights**

Our Company is committed to promoting and respecting human rights and upholds an abiding commitment to uncompromising integrity. We are opposed to slavery and human trafficking and require team members and vendors to report any such violations immediately.

### **Sexual Harassment**

Our team members have the right to expect a workplace which is free of conduct that is of a harassing or abusive nature. Sexual harassment, including unwelcome advances or other verbal, physical, visual, or online conduct of a sexual nature, has no place in our Company. All team members must comply with the Company's Anti-Harassment Policy and complete periodic training on the identification, prevention, and reporting of sexual harassment. We require team members to report any such harassment through the proper channels, which may include but is not limited to our employee hotline, so that leadership may properly address and eradicate such behavior.

### **Political Spending**

No Company funds will be expended to support individual candidates, nor may any employee contribute Company funds or other Company assets for political purposes. We do, however, encourage team members to exercise their right to vote and participate in political activities that occur outside normal business hours with no use of the Company's name, facilities, or corporate funds, except as approved by the General Counsel and either the Chief Executive Officer or the Chief Financial Officer.

### **Corruption, Fraud, Anti-Bribery**

Under no circumstances will the Company tolerate bribes or quid pro quo payments that are designed to procure or retain business or secure an improper advantage for the Company. Our Company requires team members to report instances of corruption, fraud, and bribery as these behaviors do not align with our core values. All team members must comply with the Company's Anti-Bribery and Anti-Corruption Laws Policy.

### **Discrimination and Diversity & Inclusion**

Team members have the right to expect a workplace free of discrimination based on race, color, national origin, citizenship, ancestry, religion, gender, pregnancy, age, physical or mental disability, genetic information, military or veteran status, or any other classes or characteristics protected by applicable federal, state, or local law. We comply with applicable labor and employment laws and strive to provide a safe workplace that respects diversity and personal needs. We support the creation and growth of Employee Resource Groups and encourage interested team members to participate in and take responsibility for the creation of a diverse, inclusive, and friendly workplace.

### **Environmental Health & Safety**

As part of our commitment to sustainability, we are committed to providing a safe and healthy workplace and to protecting the environment. Our commitment is demonstrated by operating in full compliance with applicable laws and regulations as well as policies and procedures designed to safeguard health and safety and protect the environment. Additionally, these safeguards are taken into consideration when designing our facilities and equipment. We continue to provide continuous health and safety education for our team members and are committed to enhanced transparency for all our stakeholders on these topics.

### **Antitrust**

We are committed to operating in a competitive environment in compliance with all applicable antitrust laws. We understand that violation of these laws can damage our reputation and result in significant civil and criminal penalties. Our team members are trained to consider legal implications when considering assignments of territories or customers among distributors, tying the sale of one product to another, or unusual dealing arrangements. Team members must comply with the Company's Antitrust Compliance Policy Guide. Our team members are encouraged to seek further guidance regarding pricing discrimination or any antitrust-related issues from the Legal Department.

### **Non-Retaliation**

Company policies are investigated, and appropriate action is taken if it is determined that violations have occurred. It is against Company policy for anyone to retaliate against a person making a report in good faith, and all team members are made aware of this policy. None of the Company's policies are intended to preclude or dissuade team members from engaging in activities protected by state or federal law or legally required activities. These policies work in conjunction with, and do not replace, amend, or supplement any terms or conditions of employment stated in any applicable collective bargaining agreement.