



## **Hologic Human Rights Policy**

### **Overview**

We are committed to upholding and respecting human rights globally for all people by conducting business with the highest ethical standards and in compliance with applicable global laws, regulations, and Hologic policies.

Hologic helps women around the world live healthier lives. We develop life-changing medical technologies that deliver exceptional results essential to effectively detect, diagnose, and treat health conditions that affect women.

Our commitment extends beyond our products. We are a catalyst for change in the world. We champion women's health globally, working in partnership with others to raise awareness and inspire policy and action to break down barriers that affect women disproportionately and prevent them from receiving the care they need and deserve. At Hologic, we know that improving women's health care have a powerful ripple effect on families, communities and society; it is one of the many reasons that drives us to relentlessly pursue better health for women everywhere.

Guided by purpose, our passion, and our promise, we strive to exemplify the positive societal benefits that private enterprise can drive. We embrace our responsibility to be a leading corporate citizen in the communities in which our employees work and live. Our values of honesty, integrity, respect, trust, citizenship, and responsibility are the foundation of our culture and guide our interactions with customers, business partners, our people, communities, and the planet.

### **Guiding Principles**

- We are committed to treating every person with dignity, respect, and professionalism.
- We are committed to respecting, protecting and championing the human rights of all who engage with our operations, including employees, our supply chain, customers and local communities.
- We respect the right to clean air, clean water, and a sustainable environment.
- We aim to be a positive impact on the communities where we operate.



- As a signatory participant in the United Nations Global Compact, Hologic supports the fundamental principles found in the international standards such as the International Bill of Rights, the United Nations Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and International Covenant on Economic, Social, and Cultural Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.
- We are committed to applying this policy and expect our business partners to do the same.

### **Equal Opportunity, Anti-Discrimination, Anti-Harassment**

- Hologic is an Equal Opportunity Employer.
- All employees and applicants are afforded equal opportunity without regard to race, color, national origin, gender, age, disability, veteran status or any other characteristic protected by applicable law. This policy applies to all phases of the employment relationship, including hiring practices, promotion decisions, selection for training programs, compensation administration and participation in benefit programs.
- We are committed to creating a work environment that is free of verbal or physical harassment or bullying. Harassment of a sexual nature or harassment on the basis of race, color, national origin, gender, age, disability, veteran status or any other characteristic protected by applicable law will not be tolerated by the Company.

### **Fair Compensation**

- We are committed to gender pay equity.
- We follow all applicable wage and hour laws.

### **Prohibition of Child Labor, Forced Labor, Prison Labor, Modern Slavery, and other Exploitative Labor Practices**

- We are committed to a work environment that is free from human trafficking and slavery.
- We do not allow unlawful child or forced labor by our company, nor do we knowingly work with suppliers or business partners that employ children or forced labor. We are committed to ensuring that our supply chain is free from any form of coercive or



involuntary labor, in compliance with international standards and all applicable laws. We encourage stakeholders to report concerns confidentially and uphold human rights and legal requirements.

- Hologic does not use or engage in any form of forced, coerced, bonded, indentured, or prison labor.
- All work is voluntary, and employees will be free to leave or terminate their employment without fear of physical, psychological, sexual, or verbal abuse.

### **Safety**

- Hologic is committed to a healthy and safe work environment where all employees can thrive. Our environmental, health and safety management system proactively manages risk and engages our employees.

### **Freedom of Association**

- Hologic respects the right to freedom of association.
- Hologic respects the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation, and join workers' councils.
- Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment

### **Environmental Stewardship**

- Hologic is committed to environmental stewardship and managing risk and opportunities related to climate change, minimizing our environmental footprint in the areas of energy, water, and waste at our sites, sustainability in our products, and in our supply chain.

### **Disciplinary action, Reporting Concerns, Prohibition of Retaliation**

- Hologic employees are obligated to report noncompliance to their supervisor, human resources, legal department, and/or the compliance hotline.
- Hologic employees that knowingly engage in any prohibited activities will be subject to disciplinary action up to and including termination of employment.
- Suspected violations can be reported to leaders, human resources, legal, or anonymously to the Hologic compliance hotline.



- Hologic will not tolerate any form of retaliation to individuals reporting or participating in an investigation.