

Embeta Corp.
Global Human Rights Policy
Effective April 1, 2022

Purpose

The Global Human Rights Policy is based on Embecta Corp.'s ("embecta") commitment to protect human rights, preserve the integrity of its workforce, and to integrate human rights principles into our business processes and practices.

We pursue a number of health-related initiatives that positively impact human rights, all of which will be detailed in our Sustainability Report. We understand that human rights are linked to other sustainability issues, such as climate change and social responsibility.

Scope

This policy applies to embecta, its divisions, majority-owned or controlled subsidiaries and all associates worldwide. In addition to embecta's own associates and operations, we seek to ensure that no instances of modern slavery, human trafficking, or human rights abuses occur in any part of our supply chain. We recognize that the size and complexity of our supply chain represents an area of risk for embecta. We seek to manage this risk by, among other things, performing due diligence on portions of our supply chain, and conducting risk-based targeted training for key suppliers.

Policy

embecta is committed to operating in a way that respects all human rights of associates and the communities in which we operate our business. This commitment is actively guided by the principles outlined in the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Our policy recognizes that while governments have the primary responsibility to protect human rights, our activities have the potential to impact the human rights of individuals affected by our business operations.

embecta believes that all people should be treated with dignity and respect.

We are committed to conducting our business in a manner consistent with this principle and in accordance with applicable employment and human rights laws and regulations wherever we have operations.

To meet our responsibilities with respect to human rights, embecta makes the following commitments in all our operations:

1. We do not use child labor.
2. We do not use forced, prison, indentured, bonded or involuntary labor.
3. We prohibit discrimination in our hiring and employment practices.
4. We prohibit threat of or actual physical abuse and harassment of associates.

5. We provide a safe and healthy workplace for our associates.
6. We support the freedom of association and the rights of workers and employers to bargain collectively.

We are committed to applying this policy across all of our operations and expect our business partners to do the same.

Process and Governance

This policy was developed with input from both internal and external stakeholders and is supported by our senior leadership team. embecta is committed to continuous improvement of its human rights standards and practices, and we will regularly review our compliance with this policy. We will use findings from our due diligence efforts to refine our approach as necessary.

We encourage everyone to speak up and report actual or suspected human rights violations or other violations of laws, the embecta Code of Conduct, embecta policies, or relevant industry codes.

Reporting can be done via embecta's Ethics Helpline at embecta.ethicspoint.com or by sending an email to ethics-embecta@embecta.com. Except as prohibited by applicable law, embecta associates have an obligation to report non-compliance with embecta policy, both their own non-compliance or the non-compliance of another embecta associate or a third-party (such as a supplier), to their supervisors, Human Resources, the Law Group and/or the Ethics & Compliance Department. The embecta Ethics Helpline allows for anonymous reporting of non-compliance except to the extent such anonymous reporting is not allowed by law.

embecta does not tolerate retaliation in any form and will always make every reasonable effort to protect your confidentiality.