

Hollister's actions towards preventing Modern Slavery and Human Trafficking

Introduction

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that Hollister Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is a serious crime; victims are exploited for someone else's gain. It encompasses slavery, human trafficking, forced labour and servitude. Victims are often hidden away, may be unable to leave their situation, or may not come forward because of fear or shame.

Such behavior is contradictory to Hollister's immutable principles; therefore, Hollister Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings and to implementing systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain.

We also expect our suppliers and business partners to similarly ensure there is no modern slavery or human trafficking within their own businesses and supply chains.

UK specific actions during 2022 in relation to the UK Modern Slavery Act

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all Associates to safeguard against human trafficking or individuals being forced to work against their will.
- A Modern Slavery Governance Committee was established during 2021 comprised of individuals from different functions to ensure a comprehensive coverage across the business. The Committee will hold regular meetings throughout the year to ensure compliance to the UK Modern Slavery Act standards and promote them across the organisation.
- There will be ongoing communication to raise awareness including by email correspondence and presentations at company meetings.
- The Modern Slavery Governance Committee has identified a new training programme which will be incorporated into the onboarding schedule for all new Associates to raise awareness.

About Hollister Incorporated

The roots of Hollister Incorporated date back to 1921, when 23-year-old entrepreneur John Dickinson Schneider founded a small printing company in Chicago. In the decades that followed, John Schneider's company evolved from the printing industry to the medical products industry — developing quality medical products and services under the name Hollister.

The founders built Hollister Incorporated on the underlying principles of Dignity of the Person, Integrity, Service, and Stewardship. Today, Hollister Incorporated is still independent and employee owned. With manufacturing and distribution facilities on three continents, Hollister is serving the global community.

Thanks to the fundamental principles of Hollister and its strong culture, our Associates have dignity and intrinsic value independent of the work they do. Hollister treats its Associates, and we treat each other, with respect and courtesy. Dignity of the person lead us to recognize the value of human beings outside their work.

Thereby, Hollister Incorporated and its subsidiaries respect the rights and dignity of everyone. The company strives to maintain an open and welcoming environment, without any form of discrimination, harassment, or reprisals. In that respect, Hollister is committed to working with companies and people who exercise the same commitment and who comply with all legislation relating to human rights. Integrity is at the heart of how we do business. At Hollister, the ethical way is the only way. We work to foster honest and transparent communication and we treat others justly. Thus, we develop concrete actions according to our principles. All Associates are responsible for fulfilling the Mission and upholding the fundamental principles.

Our relevant policies

We have implemented a number of policies to ensure that we and our suppliers and distributors are conducting business in an ethical and transparent manner. These include:

- *Whistleblowing policy.* We operate a whistleblowing policy so that all Associates know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Such report can be made within the Company through trained managers, functions such as HR and Compliance but also through an external system.
- *Hollister Code of Conduct.* This code explains the manner in which we behave as an organisation and how we expect Associates to act. The Code is part of the onboarding training of all Associates, regular refreshers are organized during department meetings.
- *Hollister Distributor Code of Conduct.* This code applies to Hollister distributors and sub-distributors. The Code refers to the standards that each company shall abide by as a representative of Hollister. We regularly train distributors on the Code and Hollister's high standards. Acknowledgement of the receipt and understanding of the Code is an important step of the distributor's selection process.
- *Hollister Supplier Code of Conduct.* This Code applies to Hollister Suppliers and includes standards of conduct including Labour and Human Rights, Environmental considerations, and Ethical business practices and governance

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