



# Equal Employment Opportunity and Affirmative Action

## Effective date

January 1, 2017

## PURPOSE

BD, its divisions and majority-owned or controlled subsidiaries ("BD" or the "Company") employs qualified persons without discriminating against any employee or applicant for employment because of race, color, gender, sex, religion, national origin, disability, veteran status, age, marital status, sexual orientation, genetic information, gender identity, creed, citizenship status, or any other protected group status. BD has established Affirmative Action Programs under EO 11246, Section 503 of the Rehabilitation Act, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA") and takes affirmative action to employ and advance in employment qualified minorities, women, individuals with disabilities and protected veterans.

## SCOPE

The provisions of this policy apply to all BD associates in the U.S. and Puerto Rico.

## POLICY

### Policy Statement

BD has established equal employment opportunity and Affirmative Action Programs and an audit and reporting system by which the Company undertakes that it will:

1. Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, gender, sex, religion, national origin, disability, veteran status, age, marital status, sexual orientation, genetic information, gender identity, creed, citizenship status, or any other protected group status;
2. Base decisions in employment so as to further the principle of equal employment opportunity;
3. Ensure that employment decisions are in accord with principles of equal employment opportunity by imposing only valid job requirements; and
4. Ensure that all personnel actions and employment activities such as compensation, benefits, transfers, promotions, layoffs, return from layoff, BD-sponsored training,

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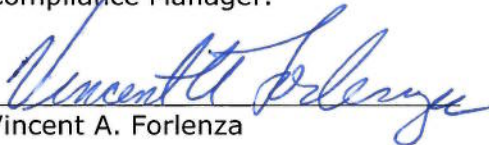
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education, tuition assistance, and social and recreational programs, will be administered without regard to race, color, gender, sex, religion, national origin, disability, veteran status, age, marital status, sexual orientation, genetic information, gender identity, creed, citizenship status, or any other protected group status.

Furthermore, employees and applicants for employment shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have filed a complaint, assisted in a review, compliance evaluation, investigation, or hearing, or have otherwise sought to obtain their legal rights under, or opposed any act or practice made unlawful under any Federal, State or local EEO law, including the affirmative action provisions of Section 503, VEVRAA, and Executive Order 11246.

As Chairman, President and CEO of BD, I wish to affirm my personal support of these policies, which apply throughout BD and each of its subsidiaries. I delegate overall responsibility for the implementation of the affirmative action activities to the HR Compliance Manager.



Vincent A. Forlenza

## ROLES & RESPONSIBILITIES

Role	Responsibilities
<b>Policy Owner – HR Compliance</b>	Maintains current policy and administers updates.
<b>Reviewer – Executive Vice President &amp; Chief Human Resources Officer</b>	Reviews and administers the policy.

## REVISION LOG

Rev	Description of Changes	Changed By	Approved By	Date
1.0	New	Human Resources	Human Resources	01/01/2017

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