



## FY 2025 BD Human Rights and Environmental Due Diligence Disclosure Joint Statement

This statement covers BD's programs and activities for our fiscal year ("FY 2025") ending on September 30, 2025.

Applicable to:

- Australia Modern Slavery and Human Trafficking Statement (2019)
- California Transparency in Supply Chains Act (2012)
- Canada Fighting Against Forced Labour and Child Labour in Supply Chain Act Disclosure (2024)
- UK Modern Slavery Act (2015)

The development of this joint statement consisted of corresponding with cross-functional stakeholders from the enterprise-level and country-level staff on human rights and environmental due diligence processes in place.

### Entities Covered:

- Australia and New Zealand
  - Becton Dickinson Pty LTD
  - Becton Dickinson LTD
  - Bard Australia Pty Ltd
- Canada
  - Bard Canada, Inc. (Registration # 141052)
  - Becton Dickinson Canada Inc. (Registration # 100448760)
  - Synergie Medicale BRG Inc. (Registration # 1315106-9)
  - VAS-Cath Incorporated (Registration # 1225385)
  - GeneOhm Sciences Canada ULC (Registration # 89691141)
- UK
  - Bard Limited
  - Becton Dickinson Infusion Therapy UK
  - Becton, Dickinson U.K. Limited

### About BD

Becton, Dickinson and Company ("BD") is a global medical technology company engaged in the development, manufacture and sale of a broad range of medical supplies, devices, laboratory equipment and diagnostic products used by healthcare institutions, physicians, life science researchers, clinical laboratories, the pharmaceutical industry and the general public.

BD is headquartered in Franklin Lakes, NJ (USA) and is publicly listed. Main operations include the manufacturing and supply of medical technology. BD is one of the largest global medical technology companies in the world and is advancing the world of health by improving medical discovery, diagnostics, and the delivery of care. BD helps customers enhance outcomes, lower costs, increase efficiencies, improve safety, and expand access to health care.



*Advancing the world of health™* is BD's corporate purpose and the inspiration behind our global enterprise. It is a call to action that resounds with BD associates around the world. BD's corporate culture is guided by our Core Values:

- Values
  - We do what is right
  - We are accountable for outcomes
  - We help each other be great

BD associates are expected to follow these values in all aspects of business, including dealings with suppliers, customers and other stakeholders. We see the modern social and environmental challenges our world faces as opportunities to make a difference while strengthening our company. Our approach is centered upon shared value creation: we address unmet societal needs through business models and initiatives that also contribute to the commercial success of BD.

### **Business Structure**

In FY 2025, BD operated three worldwide segments: BD Medical, BD Life Sciences and BD Interventional.

BD owned or leased approximately 290 facilities throughout the world comprising of manufacturing, warehousing, administrative, and research facilities. We were comprised of approximately 72,000 associates located in 61 countries.

BD has facilities in the United States, Canada, Austria, Belgium, Bosnia, the Czech Republic, Denmark, Egypt, England, Finland, France, Germany, Ghana, Greece, Hungary, Ireland, Israel, Italy, Kenya, Luxembourg, Netherlands, Norway, Poland, Portugal, Russia, Saudi Arabia, South Africa, Spain, Sweden, Switzerland, Turkey, United Arab Emirates, Australia, Bangladesh, China, India, Indonesia, Japan, Malaysia, New Zealand, the Philippines, Singapore, South Korea, Taiwan, Thailand, Vietnam, Argentina, Barbados, Brazil, Chile, Colombia, the Dominican Republic, Mexico, Peru and Uruguay.

### **Supply Chain Overview**

In FY 2025, BD worked with over 20,000 suppliers globally that provide both goods and services. BD has over 1,200 critical suppliers that provide key materials, including plastics, glass, metals, textiles, electronic and mechanical subassemblies, and various paper, agricultural, biological, chemical and petrochemical products.

### **Governance**

Human Rights management is embedded in our Integrated Supply Chain (Operations, Supply Chain, Procurement and Sustainability & EHS) and Human Resources functions, to foster compliance with our policies prohibiting forced labor, human trafficking and modern slavery across all our operations. The Central Sustainability team is responsible for monitoring and coordinating responses to changes in Human Rights requirements and obligations. Our Responsible Sourcing team, within Procurement, is responsible for developing and deploying our Human Rights and Environmental Due Diligence efforts within our Supply Chain. These efforts are overseen by the Responsible Sourcing Operating Committee which ultimately reports into our Chief Sustainability Officer (CSO) and Chief Procurement Officer (CPO). For significant human rights matters, the CSO briefs the Enterprise Risk and ESG Committee (ERC), which in turn informs the relevant Board committee and, if necessary, the full Board of Directors.



## Policies

BD is committed to acting in compliance with all applicable laws and BD's ethical standards and ensuring that no instances of modern slavery or human trafficking occur in any part of our own businesses or our supply chain. To that end, BD maintains several policies that reflect our Core Values which BD associates are expected to follow in all aspects of business, including dealings with suppliers, customers and other stakeholders. These include:

- The BD Code of Conduct - includes our policies on human rights and prohibits the use of forced, prison, indentured, bonded or involuntary labor in all of BD's operations. BD is committed to conducting business in a manner that is compliant with all applicable laws, including employment and human rights laws and regulations wherever we have operations.
- The BD Global Human Rights Policy -which outlines our policy on human rights in more detail.
- BD Expectations for Suppliers (EFS) (updated on a regular basis) - prohibits the use of involuntary labor of any kind, including slave labor, indentured/debt labor, forced labor, or prison labor, prohibits child labor, and any other human rights abuses by BD suppliers. This document details the minimum standards that all our suppliers must meet with regards to human rights in addition to other topics and provides a reporting hotline for any known or suspected violations with these expectations. Compliance with EFS is evaluated through written acknowledgements and periodic assessments based on risk level. BD includes language in our contracts, purchase orders, supplier terms and conditions, and supplier on-boarding process, among others, that requires its suppliers to represent, warrant, and/or certify that they comply with the EFS and all relevant laws (including labor laws) where failure to comply could be a breach of contract and result in contract termination, payment of damages and other consequences and/or remedies depending on the terms of the agreement.
- The BD Global Speak Up Policy - encourages and expects all associates and agents to speak up about any actual or suspected violations of laws, regulations, the BD Code of Conduct, BD Policies, or relevant industry codes, except as prohibited by law, as per its Global Speak Up Policy. Those that speak up in good faith are protected against any form of retaliation or discipline.

When policies are developed or revised, both internal and external stakeholders may be consulted for input.

We communicate these policies and how to comply with them frequently and transparently with our associates through a variety of communication methods, including video and written communications, town hall meetings, associate surveys, and our company intranet.

## Risk Management

BD employs a comprehensive, multi-layered approach to assess and manage human rights risk across our operations and supply chain. Our human rights due diligence is based on the principles outlined in the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines



for Multinational Enterprises and the International Labor Organization's Declaration on Fundamental Principles and Rights to Work.

A salient human rights risk assessment was completed in 2023. An attribution analysis was completed in 2025. Results are used internally to guide improvement to our programs. Salient risk assessment and attribution analysis will be updated periodically.

#### Risk Assessment- Own Operations

Risks are identified through various mechanisms such as salient risk assessment, geographic risk mapping, double materiality assessment, environmental aspects and impacts of registry, and various other risk identification tools.

Our Integrated Supply Chain (including Operations, Supply Chain, Procurement, Sustainability, and Environmental, Health & Safety)) and Human Resources functions ensure compliance with our policies prohibiting child labor, forced labor, human trafficking, and modern slavery across all our operations and our value chain.

At the manufacturing and distribution level, our Global Operations teams ensure continued compliance through several layers of risk management, such as regular internal audits that include desk-based and on-the-ground EHS audits.

In support of our 'Speak up' culture we provide multiple places and platforms for associates to convey their thoughts and ideas including town hall and skip level meetings. In addition, we conduct a Voice of the Associate (VoA) survey to understand our associates' experience working at BD and identify areas for improvement. By participating, associates contribute to a collective effort to enhance our culture and ensure that our strategies are aligned with the needs of our workforce. Learning how our associates feel about working at BD is one of the best ways to measure our success.

In addition, executive leaders serve as sponsors to our nine Associate Resource Groups ("ARGs"). Each ARG has strategic goals aligned with their respective missions, centered around efforts to advance company goals, connect with local communities, and support associates with growing their careers.

As the health and well-being of our associates, visitors, contractors and the communities in which we operate is a top priority for BD, we continue to reinforce systems, policies, and processes to promote and help ensure health and safety.

#### Risk Assessment - Supply Chain

With a global supply chain of over 20,000 tier-1 suppliers, the sheer size and scope of our supply chain present a risk; evaluating every supplier is a long process. We have built-in multiple assessment stages, and work to embed due diligence into every stage in the procurement process, to minimize this risk. We also recognize that a supply chain of this size increases the number of sub-tier suppliers in our network, thus increasing the chance of instances of modern slavery in our wider supply base. We mitigate these risks through due diligence processes that focus on high-risk geographies and industries and prioritization of assessments for higher risk (as identified through AI intelligence, risk analysis, known supplier lists (such as the U.S. Department of Homeland Security's Entity List, or the US Bureau of International Labor Affairs list of goods and source countries known or suspected to be produced with child or forced labor), experience of supply chain management, etc.) suppliers, both for existing



suppliers and, as we update our pre-screening process, for new suppliers. BD has a Human Rights and Environmental Due Diligence in the Supply Chain process (outlined in Due Diligence section below) to address this elevated risk within our supply base.

Suppliers are analyzed, via a third party, against geographic or location risk and geopolitical risk as it relates to modern slavery, child labor, and other human rights risks, and a third-party news monitoring system is in place to flag any issues as they arise. Suppliers that are deemed as having the highest potential for risk and/or key BD suppliers are prioritized for detailed evaluation via a third-party administered desktop assessment, review by Responsible Sourcing Operating Committee, and/or full on-site audits, depending on the level of risk identified.

Additionally, BD employees are trained to report concerns around Code of Conduct violations to the BD Ethics Hotline. BD suppliers are also encouraged to report concerns through the same process. Such reports may trigger additional risk assessments involving the Ethics Office, Global Operations, Responsible Sourcing Operating Committee, and any other relevant departments until identified risks are validated and adequately managed by appropriate follow-up actions where necessary.

### **Due Diligence Process**

#### Own Operations

Human rights commitments in the BD Human Rights Policy and the BD Code of Conduct are integrated across our operations through oversight systems and processes.

For our own operations, including our manufacturing sites, BD maintains robust Environmental, Health, and Safety (EHS) and Ethics & Compliance programs that foster a culture of compliance with the BD Code of Conduct and local laws, whichever are more stringent.

Newly acquired operations are included to ensure that they meet BD expectations and policy requirements.

Practices geared toward ensuring that human trafficking, modern slavery, forced labor, and child labor do not exist in our workforce are incorporated such as:

- We do not charge any of our associates recruitment fees and do not work with recruitment agencies that engage in this practice.
- We do not withhold identity documents, immigration documents, or any other personal documentation of our associates.
- We encourage our associates to report, without fear of retaliation, any matters related to human trafficking, modern slavery, or any other human rights violations.
- We follow an established vetting process for new recruitment agencies prior to use.
- We provide BD associates with annual forced labor and human trafficking training, which is developed by a third party and administered online. This course is taken by any associate who interacts directly or indirectly with our suppliers, including associates who source, manage, and/or advise on supplier selection.
- We incorporate age verification into our new hire background screening process to ensure that child labor is not used.

#### Supply Chain



Within our supply chain, suppliers are first evaluated by a third party to understand human rights and environmental risk. BD recognizes that our highest risk suppliers are likely to be found in countries and industries cited for having the highest prevalence of human rights and environmental rights violations. This risk evaluation is combined with governmental and non-governmental data which identifies high risk industries/high risk countries and regions for specific types of risk (child labor, forced labor, modern slavery, environmental degradation etc.). BD uses these various data points to understand which of our suppliers are more likely to represent higher risk around human rights and environmental risks.

BD then prioritizes these higher risk suppliers for the next level of assessment (via a third-party administered desktop assessment) based on this risk, criticality of the supplier to BD, and our internal dynamic model. This prioritization is ever-evolving as we monitor emerging and ongoing risks and is guided by third party risk intelligence solutions. Results of this desktop assessment may end in review by the Responsible Sourcing Operating Committee, assignment of preventative or corrective actions, on site audits and/or remediation efforts, depending on what is discovered through this process.

These desktop assessments specifically address key Labor and Human Rights practices, Environmental practices, and other various related governance risks, and ask suppliers to show documentation that these practices are put in place effectively. A third-party expert reviews this documentation to ensure a non-biased evaluation. If a supplier receives an unacceptable score on their desktop assessment, BD immediately assigns preventative actions in the tool to improve their score and will evaluate results through this Responsible Sourcing Operating committee to determine the best path for further engagement; this may include the further assignment and review of preventative and/or corrective actions (both in and outside the tool), on-site labor and/or environmental focused audits, or remediation as necessary. Suppliers are expected to be actively engaged to correct practices highlighted in the preventative action program and that this work be done promptly. The Responsible Sourcing Operating Committee reviews supplier engagement and targets further action as part of this work. Our Sourcing Responsible team also evaluates the type of actions that are being assigned to be able to understand the training needs of our suppliers.

BD started our initial desktop assessment program in FY 2020 and has continued to deploy these audits to key and/or high-risk suppliers.

BD deploys on-site audits to evaluate labor and human rights and/or environmental risk at supplier locations where we anticipate a higher risk of practices that could impact these areas. Suppliers are assigned corrective actions as findings are identified and are supported (if necessary) to be able to implement these corrective actions. BD may choose to place future orders on hold until a supplier demonstrates progress against these corrective actions. We are committed to working with a supplier to improve practices, where possible, over exiting a supplier.

Additionally, in partnership with our risk monitoring supplier, using AI and machine learning, we have been working to map our sub-tier supply chains of critical to health product lines. This solution allows us to better understand tier-n risk for specific risk areas; particularly useful for our understanding of BD supply chain's human rights and environmental risk where specific regions and commodities are designated as known issues. By using this mapping capability, BD has focused on mapping specific complex issues, rather than attempting to map a network of this size and scope in its entirety, thus allowing us to focus on areas of our greatest risk. BD is implementing this integrated supply chain



mapping (to tier-3) against our critical healthcare products to better identify if known actors exist within our supply chain or to evaluate risk based on a specific country/industry or issue.

BD utilizes this mapping technology as key human rights or environmental risks emerge, such as elevated risk for specific commodities coming from specific regions. BD does not report this risk analysis publicly but does communicate through our upstream supplier network and collaborate with suppliers to strengthen our understanding of the risk and account for it as necessary.

In addition to our human rights and environmental due diligence activities, BD works to ensure that other contact points with suppliers (on site visits, audits performed for other reasons, RFPs, onboarding, contracts, PO terms etc.) include reference to our BD Expectations for Suppliers, provide a process and reminder to report any observed human rights or other Environmental, Social and Corporate Governance (ESG) abuses, and provide training/guidance on what might indicate human rights issues that should be reported.

### **Grievance Mechanism**

BD maintains a Reporting/Grievance Mechanism through the BD Ethics Helpline, a third-party led monitoring and oversight mechanism, available internally for BD associates and externally for all stakeholders (including supplier networks). This system allows for anonymous (where permitted by law) and/or confidential reporting of all matters of ethics concerns, including known or suspected human rights abuses or negative environmental practices both within BD and in our wider supply chain. It is available online or via telephone in a number of languages.

### **Engagement**

Within own operations, we engage with cross-functional stakeholders from the enterprise-level and country-level staff on due diligence process improvements, input into continued integration of human rights considerations into processes and policies, and readiness for human rights regulatory compliance.

#### **Engagement with our Suppliers**

BD engages with our suppliers in multiple ways to set expectations and equip them with capacity-building information and trainings around human rights and the environment. This includes:

- training on the BD Expectations for Suppliers as it is updated
- comprehensive toolkits that detail how to establish practices in line with our expectations
- engagement around preventative and corrective actions – including training, best practice examples, and support where needed if a supplier struggles to complete actions as assigned
- 1:1 engagement with suppliers and wider stakeholders to understand supplier due diligence efforts and identify/reduce risk deeper in our supply chain, as well as to identify opportunities to improve our existing practices

### **Key Actions in FY 2025**

In the most recent reporting period, BD has:

- Engaged cross-functional team to continue to embed due diligence into core business processes
- Conducted a comprehensive gap assessment as part of strategic readiness for CSDDD compliance.
- Leveraged Attribution Analysis Model to enhance CSDDD readiness preparations



- Conducted targeted audits of suppliers in high-risk geographies
- Continued to include responsible sourcing clauses in supplier contracts
- Trained procurement and supply chain teams on modern slavery risks
- Engaged with stakeholders to improve transparency and accountability
- Weighted the Responsible Sourcing portion of supplier tenders in specific regions at 10%

### **Measurement and Effectiveness**

We monitor the effectiveness of our actions through:

- Key performance indicators (KPIs) on portion of our supply base assessed, completion of corrective actions, engagement of suppliers
- Grievance mechanisms and whistleblower reports
- Annual reviews of our human rights and environmental program
- Third-party assessments and benchmarking

To date, BD has assessed 85% of our in-scope supply base spend – this includes direct and indirect suppliers globally. As our program matures, we shift from bulk assessments to more targeted engagement with suppliers who represent higher risk; this allows us to fulfill requirements to engage stakeholders.

We are committed to continuous improvement and regularly update our policies and procedures to reflect evolving best practices and regulatory requirements.

### **Training and Awareness**

BD provides ongoing training to employees and suppliers on human rights, ethical sourcing, and modern slavery. This includes mandatory training for procurement and supply chain staff, as well as targeted sessions for high-risk regions and functions.

At BD, we are committed to a strong ethics and compliance culture. We do not tolerate actions or behaviors that are inconsistent with our values or violate the BD Code of Conduct or applicable laws and regulations. All BD associates are responsible for reinforcing our ethics and compliance culture and sustaining our reputation as a company dedicated to quality and integrity. We encourage and expect everyone at BD to speak up by asking questions, raising concerns, seeking guidance, and reporting actual or suspected violations of laws, our Code of Conduct, our policies, or our high ethical standards. This requirement extends to all associates, vendors, and other third parties working on our behalf.


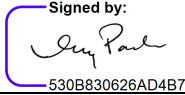
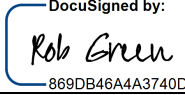
BD is committed to transparency and will continue to publicly report on our progress in addressing human rights and environmental risks.

This statement has been:

- Reviewed and approved by the BD Board of Directors and signed by a director on behalf of each of the representative country level boards
  - for Australia and New Zealand (Becton Dickinson Pty LTD, Becton Dickinson LTD, and Bard Australia Pty LTD) and were signed on March 19, 2026



- for Canada (Bard Canada Inc., Becton Dickinson Canada Inc., Synergie Medical BRG Inc., VAS-Cath Incorporated were signed on March 10, 2026 and GeneOhm Sciences Canada UIC signed on February 6, 2026
- for United Kingdom (Bard Limited, Becton Dickinson Infusion Therapy UK, and Becton, Dickinson U.K. Limited) signed on February 26, 2026

Country	Australia	Canada	United Kingdom
<b>Name</b>	<b>Benjamin Hohman</b>	<b>Ivy Parks</b>	<b>Rob Green</b>
<b>Signature</b>	 <small>868E8F06C6F342F...</small>	 <small>530B830626AD4B7...</small>	 <small>869DB46A4A3740D...</small>
<b>Position</b>	<b>Vice President / Country General Manager - ANZ</b>	<b>Vice President /GM Canada</b>	<b>Director</b>
<b>Date</b>	30-Mar-2026	25-Mar-2026	26-Mar-2026