Global Human Rights Policy

Effective: 01 January 2021

Purpose

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

At BD, we do what is right. This core value is a key driver for all of our human rights initiatives.

Beyond the commitments outlined in this policy, we believe that we can make a positive contribution to human rights through the very purpose of our company: **advancing the world of health™**. Our global health program seeks to strengthen healthcare systems across the world by developing and deploying market-appropriate solutions, positively impacting human rights through shared value creation. Ultimately, improving patient health and patient outcomes advances human rights. This is our goal across all of our products.

We pursue a number of health-related initiatives that positively impact human rights, all of which are 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 BD, its divisions, majority-owned or controlled subsidiaries and all associates worldwide. In addition to BD'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 BD. We seek to manage this risk by, among other things, requiring that all suppliers commit to compliance with our Expectations for Suppliers, performing due diligence on portions of our supply chain, and conducting risk-based targeted training for key suppliers.

Policy

BD 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.

BD 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, BD makes the following commitments in all of 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. To that extent, we are in the process of conducting human rights due diligence across our business and within our supply chain.

Process and Governance

This policy was developed with input from both internal and external stakeholders and is supported by our senior leadership team. BD 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.

While this document represents our formal human rights policy, BD has integrated human rights into a variety of other policies and documents, including our <u>Code of Conduct</u>, <u>Inclusion and Diversity programs</u>, <u>Sustainability and ESG disclosures</u>, and <u>Expectations for Suppliers document</u>.

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

Page 2/5

Reporting can be done via BD's Global Ethics Helpline via its <u>international numbers</u>, its email address — <u>ethicsoffice@bd.com</u>, or the online reporting tool at <u>www.bd.ethicspoint.com</u>. Except as prohibited by applicable law, BD associates have an obligation to report non-compliance with BD policy, both their own non-compliance or the non-compliance of another BD associate or a third-party (such as a supplier), to their supervisors, Human Resources, the Law Group and/or the Ethics & Compliance Department. The BD Ethics Helpline allows for anonymous reporting of non-compliance except to the extent such anonymous reporting is not allowed by law.

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

Related documents and policies

- BD compliance reporting, including the BD Modern Slavery Act statements and the BD California Transparency in Supply Chains Act Statement, both found in the <u>compliance section of BD's Sustainability webpage</u>
- BD Expectations for Suppliers
- BD Code of Conduct

Approval

Author: Approver:

By: Ellen Kondracki By: Tom Polen

Name: DocuSigned by:

Name: Na

Title: VP, Environment, Health, Safety and Sustainability

Title: Chief Executive Officer and President

BD

Revision log

Rev	Description of Changes	Changed By	Approved By	Date
1.0	New	Environment, Health, Safety and Sustainability	Chief Executive Officer	January 01, 2020
		Office		01, 2020