

## Supplier Expectations for Environment, Health, Safety, Sustainability (EHS&S) and Labour

### PERFORMANCE EXPECTATIONS

The suppliers of goods (e.g. raw materials, equipment, articles and consumables) and services (e.g. distribution, logistics and field service.) can impact the EHS&S performance of Kodak Alaris directly and indirectly. Kodak Alaris strives to maintain relationships with suppliers that operate in an environmentally responsible manner, maintain safe facilities and operations and provide goods and services that are safe, sustainable and thereby minimise environmental burdens.

Meeting regulatory compliance obligations in our markets is our minimum expectation of every supplier. It is widely recognised that, in addition to minimising the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Ongoing worker input, training and education is essential for identifying and solving health and safety issues in the workplace. These elements should be addressed in a management system that ensures (a) compliance with applicable laws, regulations and customer requirements related to the supplier's operations and products, (b) identification and mitigation of operational risks and (c) continual improvement. Examples of management systems are International Organisation for Standardisation (ISO) 45001 Occupational Health & Safety Management Systems, ISO 14001 Environmental Management Systems and International Labour Organisation (ILO) Guidelines on Occupational Safety and Health.

Kodak Alaris is committed to uphold the human rights of workers, to eliminate all forms of modern slavery and human trafficking and to treat workers with dignity and respect. Suppliers shall ensure that these fundamental expectations extend to workers throughout their supply chain, wherever business is conducted.

Kodak Alaris expects their suppliers to be responsible for (1) complying with all applicable laws and regulatory requirements, (2) participating in self-assessments and/or on-site audits as requested, (3) providing clear and accurate responses to requests from Kodak Alaris regarding EHS&S or labour expectations and regulatory requirements, (4) addressing potential EHS&S or labour issues in a timely manner and (5) ensuring these expectations are met throughout their supply chain.

### PRODUCT EXPECTATIONS

Suppliers of products shall:

- Provide products that avoid restricted material content or processing and complete our EHS&S Supplier Declaration. If restricted substances are present in any item supplied, they must be below the appropriate threshold limit and the amount and location of such substances must be declared.
- These and other requirements are specified in Kodak Alaris' Supplier Declaration Documents and engineering drawing specifications; Kodak Alaris expects its suppliers to inform us of any material changes to these declarations.
- Provide a compliant Safety Data Sheet in requested languages.
- Ensure pulp and paper products are sourced from legally harvested forests. Suppliers shall have a process for determining the origin of all pulp and paper products and make this information available to Kodak Alaris upon request. Ideally such items should meet FSC or PEFC requirements.

- Have a process for identifying, controlling and notifying Kodak Alaris of any non-conforming goods or services and co-operate with Kodak Alaris on any product recalls, investigations, notifications, alerts or any other measures that Kodak Alaris takes to mitigate EHS&S risks along with root cause analysis and corrective and preventative actions.
- Packaging supplied must meet Kodak Alaris' Specifications for materials and recycled content and recyclability. Suppliers must provide a Packaging Bill of Material (BoM).

## **OPERATIONS**

Suppliers shall conduct operations such that:

- Supplier facilities are in compliance with all legal requirements applicable to the manufacture of products sold to or services provided for Kodak Alaris such that Kodak Alaris's goods are protected against damage. Suppliers must inform Kodak Alaris immediately of any legal enforcements.
- All required environmental permits, approvals and registrations are current and followed. Air emissions of volatile organic compounds, aerosols, corrosives, particulates, ozone-depleting substances and combustion by-products generated from operations are characterised, monitored, controlled and treated as required prior to discharge.
- Waste of all types is minimised as far as reasonably practicable at the source and is characterised, monitored, controlled and treated as required prior to discharge or disposal.
- Kodak Alaris is committed to reducing its tCO<sub>2</sub>e Scope 1, 2 and 3 emissions such that our Supply Chain is Carbon Neutral by 2050. We expect our suppliers to support us on this journey and reduce their Scope 1 & 2 emissions continuously to thereby reduce our Scope 3 emissions year on year.
- Our suppliers must provide us with their energy consumption data for making our items and respond to reasonable requests for information.
- The workforce is provided with compliant health and safety conditions at their place of work.
- Worker exposure to potential safety hazards, physical agents and physically demanding tasks is controlled through proper hazard identification, design, engineering and administrative controls, preventative maintenance, safe work procedures, and personal protective equipment.
- Potential emergency situations and events are identified and assessed, and their impact minimised by implementing emergency plans and response procedures according to local and country regulations.
- Procedures and systems are in place to prevent, manage, track, report occupational incidents, injuries and illnesses.

## **LABOUR EXPECTATIONS**

Suppliers shall ensure the following standards are upheld:

- Child labour, as defined in the country of operation, shall not be used and working conditions shall be conducted in accordance with applicable country law and shall not accommodate any other forms of slavery, servitude, forced and compulsory labour or human trafficking.
- Wages and Benefits Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- The workforce shall be free of harassment and unlawful discrimination.
- The rights of workers to associate freely, join or not join labour unions, seek representation and join workers' councils in accordance with local laws shall be respected.