

## Supplier Expectations for Environment, Health, Safety and Labour

### PERFORMANCE EXPECTATIONS

The suppliers of goods (equipment, chemicals, etc.) and services (distribution, logistics, etc.) can significantly impact the environmental, health and safety (EHS) performance of Kodak Alaris. Kodak Alaris maintains relationships with suppliers that operate in an environmentally responsible manner, maintain safe facilities and operations and provide goods and services that are safe, minimise environmental burdens, and meet regulatory compliance obligations in their intended markets. 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. Some examples of recognised management systems are; Occupational Health & Safety Assessment Series (OHSAS) 18001, International Labour Organization ILO Guidelines on Occupational Safety and Health, International Organization for Standardization (ISO) 14001 and the European Eco Management and Audit System (EMAS).

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 or labour expectations and regulatory requirements, (4) addressing potential EHS 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 ideally do not contain restricted materials and that are not manufactured using restricted materials. If restricted substances are present in any product supplied to Kodak Alaris, they must be below an 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.
- Provide a compliant Safety Data Sheet in all obligated languages for any chemical products supplied to Kodak Alaris.
- 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.

- Have a process for identifying, controlling and notifying Kodak Alaris of any non-conforming goods or services.
- Suppliers will cooperate with Kodak Alaris on any product recalls, notifications, alerts or any other measures that Kodak Alaris takes to mitigate EH&S risks.

## **OPERATIONS**

Suppliers shall conduct operations such that:

- Facilities are in compliance with all legal requirements applicable to the manufacture of products sold to or services provided for Kodak Alaris.
- Kodak Alaris' goods are protected against damage.
- 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. Examples of safety hazards include confined spaces, elevated work surfaces, and unguarded machinery with exposed moving parts and/or live electrical components. Examples of physical hazards include radiation and chemicals.
- Hazardous chemicals are identified and managed according to local and country requirements to ensure safe and compliant handling, movement, transportation, storage, use, recycling or reuse and disposal.
- 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 injuries and illnesses.
- All required environmental permits, approvals and registrations are current and followed.
- Waste of all types is minimised as far as reasonably practicable at the source. Wastes generated from operations, industrial processes and sanitation facilities are characterised, monitored, controlled and treated as required prior to discharge or disposal.
- 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.

## **LABOUR EXPECTATIONS**

Suppliers shall ensure the following standards are upheld:

- Child labour shall not be used in any stage of manufacturing and working conditions shall be conducted in accordance with 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.