

Hollister's actions towards Modern slavery and human trafficking

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Hollister Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is a serious crime; victims are exploited for someone else's gain. It encompasses slavery, human trafficking, forced labour and servitude. Victims are often hidden away, may be unable to leave their situation, or may not come forward because of fear or shame.

Such behavior is contradictory to Hollister's immutable principles; therefore, Hollister Limited has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings and to implementing systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain.

UK specific action toward UK Modern Slavery Act in 2021

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Creation of a Governance body A Committee will be set up to ensure compliance to the UK Modern Slavery Act standards and promote them across the organization. The Committee meets on a quarterly basis to discuss strategy and actions. The Committee influences and collaborates with the others Hollister subsidiaries to exchange best practices and implement global initiatives.
- Launch of a Modern Slavery Act communication for the UK Associates including training videos to reinforce the message that Modern Slavery is the responsibility of everyone.

About Hollister Incorporated

The roots of Hollister Incorporated date back to 1921, when 23-year-old entrepreneur John Dickinson Schneider founded a small printing company in Chicago. In the decades that followed, John Schneider's company evolved from the printing industry to the medical products industry — developing quality medical products and services under the name Hollister.

The founders built Hollister Incorporated on the underlying principles of Dignity of the Person, Integrity, Service, and Stewardship. Today, Hollister Incorporated is still independent and employee owned. With manufacturing and distribution facilities on three continents, Hollister is serving the global community.

Thanks to the fundamental principles of Hollister, our employees have dignity and intrinsic value independent of the work they do. Hollister treats its Associates, and we treat each other, with respect and courtesy. Dignity of the person lead us to recognize the value of the human being outside his work. We also deal with disagreements in an appropriate manner.

Thereby, Hollister Incorporated and his subsidiaries respect the rights and dignity of everyone. The company seek to keep an open and welcoming environment, without any form of discrimination, harassment, or reprisals. In that respect, Hollister is committed to work with companies and people who exercise the same commitment and who comply with all legislations relating to human rights. Integrity is at the heart of how we do business. At Hollister, the ethical way is the only way. We are open and truthful, and we treat others justly. To act correctly, we have an honest and transparent communication. Thus, we develop concrete actions according to our principles. Each Associates is responsible of the Mission and lead by example.

Our relevant policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- *Whistleblowing policy.* We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Such report can be made within the Company through trained managers, functions such as HR and Compliance but also through our external system.
- *Hollister Code of Conduct.* This code explains the manner in which we behave as an organisation and how we expect our employees to act. The Code is part of the onboarding training of all our employees, regular refreshers are organized during department meetings.
- *Hollister Distributor Code of Conduct.* This code applies to all Hollister distributors and sub-distributors. The Code refers to the standards that each company shall abide by as a represent of Hollister. We regularly train our distributors on the Code and Hollister's high standards. Acknowledgement of the reception and the understanding of the Code is a mandatory step of the distributor's selection process.
- *Hollister Supplier Code of Conduct.* This Code applies to Hollister Suppliers and includes standards of conduct including Human Right, Environmental consideration, Ethical business practices and governance.