



# 2025 embecta Modern Slavery Statement

## Introduction

Empowered by 100 years of innovation, our mission at embecta is to develop and provide solutions that make life better for people living with diabetes (PWD). embecta is a leading producer of diabetes injection devices, manufacturing approximately 8 billion devices annually for an estimated 30 million PWD. Through its approximately 2,000 employees around the world, embecta is working to advance the standard of care in insulin delivery through strong community partnerships, innovative technology and comprehensive care resources.

With a century of experience, embecta's core values of honesty and integrity continue to shape our approach to business. Since 1924, we have built a strong foundation rooted in responsible governance and effective management systems that support ethical and sustainable practices across the organization. Our long-standing commitment to accountability and integrity drives us to uphold high standards in everything we do and enables our vision of a life unlimited by diabetes.

To achieve this vision, embecta is committed to operating in a way that respects all human rights of employees 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 Modern Slavery Statement includes a summary of how our business is structured and a description of our efforts to apply and monitor our commitment to human rights for our team and the suppliers with which we work. Details can be found in the pages that follow and represent our work across our fiscal year ending on September 30, 2024 (FY2024).



## Organization, business structure and supply chains

For those of us at embecta, making life better for people with diabetes is deeply personal. The 537 million people worldwide living with diabetes are our friends, our loved ones, our colleagues — and even ourselves. We are proud to serve as a company dedicated to developing and providing solutions that make life better for all of them. Our core business has remained stable thanks to our long-standing reputation for safe, reliable and cost-effective injection devices, and we are proud to be a trusted provider of educational resources for clinicians, caregivers and people with diabetes.

embecta operations comprises three manufacturing facilities (Ireland, US and China), and various commercial offices globally. With approximately 2,000 employees, embecta serves more than 100 countries and works with about 2,500 suppliers globally that provide both goods and services. The company is headquartered in Parsippany, NJ (USA), and is publicly listed on The Nasdaq Global Select Market under the symbol “EMBC.”

Our talented employees are an integral reason for our standing as one of the world's leading diabetes care companies. Our success is dependent on our

ability to attract, engage and retain the best talent that reflects our diverse communities. Therefore, supporting the health and well-being of our team, maintaining a safe and healthy workplace and driving a culture that embraces learning and inclusion is at the center of our business.

Our operations are managed with environmental sustainability and responsible governance principles in mind. We recognize the impact associated with our entire value chain and plan to continue to work with partners and vendors to understand and manage impacts related to the products and services they provide.



## Policies in relation to modern slavery and human trafficking

embecta is committed to operating in a way that respects all human rights of employees 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. 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 that end, embecta maintains several policies that reflect our core values which embecta employees are expected to follow in all aspects of business, including dealings with suppliers, customers and other stakeholders. These include:

**Code of Conduct** – includes our position on human rights; outlines requirements to uphold labor and employment laws; prohibits forced labor, child labor, etc.; and specifically extends these expectations to our suppliers. Included within the Code of Conduct is embecta's approach to speaking up, with details of our **Ethics Helpline** and online reporting tool, Ethics Office, etc. embecta employees are encouraged and expected to speak up about any actual or suspected violations of laws, regulations, the embecta Code of Conduct, embecta policies or relevant industry codes. Those that speak up in good faith are protected against any form of retaliation or discipline.

**Global Human Rights Policy** – which outlines our commitment to protect human rights, preserve the integrity of our workforce and integrate human rights principles into our business processes and practices.

**Expectations for Suppliers Code** – which details our policy requirements for any suppliers working with embecta and prohibits the use of involuntary labor of any kind, including slave labor, indentured/ debt labor, forced labor or prison labor by embecta suppliers.





## Due diligence processes

### Occupational health and safety

Within our own manufacturing and R&D facilities in the US, China and Ireland, we have a strong workplace safety program that is part of our broader environmental, health and safety management system and includes consistent policies, training and tracking, along with a significant focus on hazard reduction and safety culture development to minimize workplace injuries. **Our Environmental, Health, Safety and Sustainability Policy** provides a foundation for this training and calls for strong leadership at every site to ensure employee safety is a focus of daily operations.

### Supplier expectations

At embecta, we collaborate with a diverse network of suppliers worldwide, prioritizing partnerships

with those who share our commitment to responsible and sustainable operations. Our Expectations for Suppliers Code outlines clear policy requirements to ensure that all suppliers align with our standards. We expect suppliers to notify embecta immediately if they, or their own suppliers, fall short of these expectations. To uphold accountability, our suppliers undergo regular site inspections, audits and surveys to confirm adherence to our standards. Suppliers who fail to meet these expectations may face changes in our business relationship, as embecta remains dedicated to partnering only with those who support our mission and values.

## Reporting concerns

We maintain a reporting/grievance mechanism through our **Ethics Helpline**, a third-party-led monitoring and oversight mechanism that is available both internally for embecta employees and externally for all stakeholders. This system allows for anonymous (where permitted by law) and/or confidential reporting of all matter of ethics concerns, including known or suspected human rights abuses both within embecta and in our wider supply chain. We encourage and expect all employees to speak up and report actual or suspected violations of laws, the Code of Conduct, embecta policies or relevant industry codes. It is available online or via telephone in a number of languages.



## Assessing and managing risk

The human rights commitments in our Code of Conduct are integrated across our operations through a number of oversight systems and processes. Our embecta Manufacturing & Supply Chain (including Operations, Supply Chain, Procurement and Sustainability/EHS) and Human Resources functions ensure compliance with our policies prohibiting forced labor, human trafficking and modern slavery across all of our operations. At the manufacturing and distribution level, our Global Manufacturing and Supply Chain teams ensure continued compliance through several layers of risk management, such as regular internal audits that include desk-based and on-the-ground risk and EHS audits.

Additionally, embecta employees are trained to report concerns around Code of Conduct violations to the **Ethics Helpline**. embecta suppliers are also encouraged to report concerns through the same process. Such reports may trigger additional

risk assessments until identified risks are adequately managed by appropriate follow-up actions where necessary.

Within our supply chain, some suppliers may be asked to complete an in-depth, third-party-led desktop audit, the results of which may trigger site inspections and/or in-person audits or guide our remediation efforts if deemed necessary. embecta maintains the right to conduct site inspections and audits of suppliers by itself or through a third party.

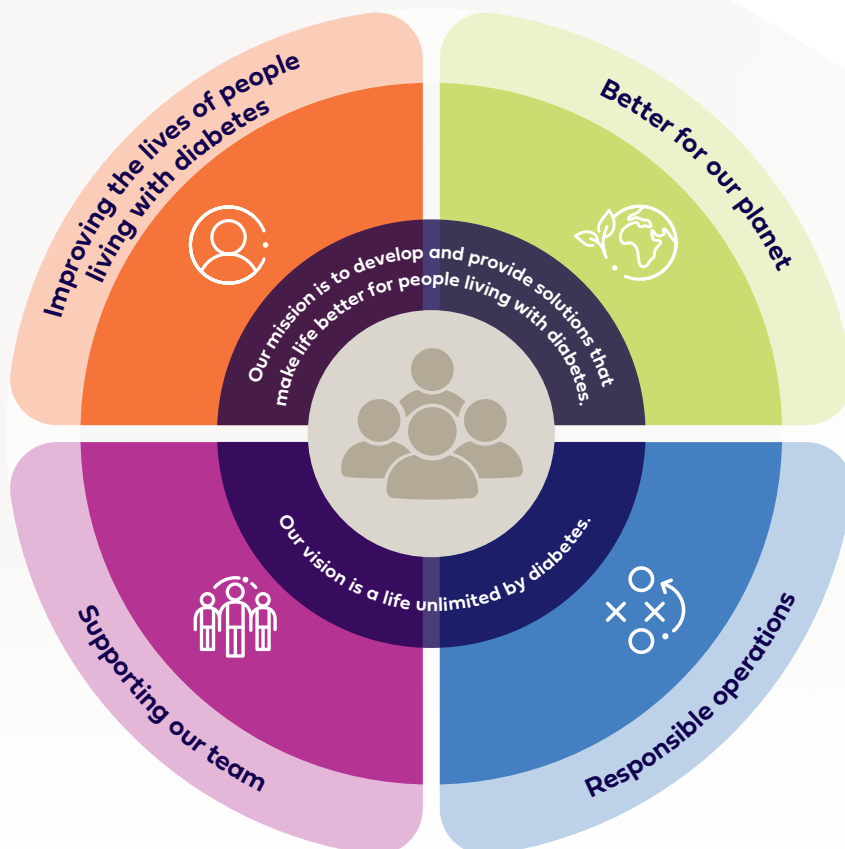


## Measurement and effectiveness of steps taken

At embecta, our commitment to improving the lives of people with diabetes is at the heart of everything we do. This mission guides the product innovations and solutions we deliver to our customers and is also at the center of our Environmental, Social and Governance (ESG) strategy. We believe that our work in this space, alongside our three other strategic priorities which include supporting our team, operating sustainability and upholding strong governance, are continuously strengthening embecta as a responsible and future-ready company.

Our ESG strategy is focused on driving progress across critical areas of our business. In 2024, we made significant strides in aligning our operations, policies and initiatives to the core pillars of our strategy (detailed below). These accomplishments, which are outlined in our **2025 report**, provide a strong foundation for our continued impact, as we measure and evolve our efforts in the years ahead.

embecta also participates in industry working groups where we learn best practices that have been implemented by companies across sectors and we seek to apply those where they add value to our programs.



### Improving the lives of people living with diabetes

- Product quality and safety
- Access and improved care
- Patient advocacy

### Better for our planet

- Design and life cycle management
- Climate and energy

### Responsible operations

- Governance
- Regulatory compliance
- Data security and privacy
- Supply chain

### Supporting our team

- Occupational health, safety and wellness
- Diversity, equity and inclusion
- Talent, recruitment and retention



## Training on modern slavery and human trafficking and capacity building

embecta takes steps to educate employees and third parties so they can identify modern slavery and other human rights abuses and take steps to eliminate them, both in our own operations and within our supply chain. These steps include:

- For our own operations, embecta maintains robust EHS and ethics, compliance and labor standards programs that foster a culture of compliance. These programs include relevant training and guidance as appropriate. Additionally, all embecta employees are trained annually on our Code of Conduct and all other embecta policies. We maintain SA8000 certification at two of our three manufacturing facilities, with plans to complete the third.
- embecta employees participate in a training called “Slavery and Human Trafficking in Supply Chains,” which is administered online annually. This course explains that forced labor, also known as modern slavery, still exists in the world and prompts the learner to consider ways of identifying and preventing it in the supply chain. It also trains employees to report known or suspected human rights abuses via our **Ethics Helpline**. This course is delivered to employees that interact directly and indirectly in sourcing or that manage, advise or are otherwise involved with our suppliers, including our leaders and our employees in the following departments: Environment, Health and Safety, Procurement, Supply Chain, Quality, R&D, Operations, Human Resources and our Legal Group.

embecta strives to continuously improve its programs to ensure compliance with applicable laws and embecta's high ethical standards and to meet the expectations of our customers, shareholders, employees, communities and other stakeholders. This statement was approved and adopted by the embecta Board of Directors on February 12, 2025.



Devdatt (Dev) Kurdikar  
President and Chief Executive Officer

