

## SOP for selection of speakers and participants

embecta conducts product training and educational events for healthcare professionals ('HCPs') to support the safe and effective use of embecta products and to provide legitimate scientific, technical, or educational information related to those products.

### HCP SELECTION

Fee-for-service ('FFS') engagements must have a documented legitimate business need prior to the engagement. embecta may engage HCPs to speak, write, train or educate on embecta products or related disease states, or provide technical expertise on behalf of embecta. HCPs must be selected for FFS engagements solely based on their qualifications, skills, and expertise to meet the defined legitimate business need. While familiarity with embecta products may be an important factor in certain FFS engagements, HCPs must not be selected to reward them for the purchase, lease, or recommendation of embecta products or services in the past or to encourage the purchase, lease, or recommendation of embecta products or services in the future.

### HCP Vetting

embecta must investigate the background of each proposed HCP to be used in a FFS engagement to ensure the HCP is able to provide the services and will do so in a manner that complies with applicable laws, regulations, and embecta policies. embecta may not engage HCPs that are debarred by applicable regulatory authorities (e.g., the United States Food and Drug Administration), otherwise subject to sanctions related to prior activity, or excluded from participation in healthcare programs (e.g., Medicare or National Health Service programs). HCPs must attest in writing that they are not debarred, excluded, or suspended if the country they reside in does not have databases for debarment.