



## Purpose

Cardinal Health shares the global concerns related to the fair and equitable treatment of all peoples, regardless of differences. Cardinal Health constantly strives to maintain a working environment, both internally and through our suppliers, that is open and supportive and conducts its personnel practices in a manner designed to ensure equal employment opportunities to all individuals. Cardinal Health is firmly opposed to any behavior that contributes to the systemic diminishment of human beings and operates in accordance with applicable law, Cardinal Health policies, and the Standards of Business Conduct. In cases where a national law conflicts with an internationally recognized human right, Cardinal Health will, while complying with the law, seek to follow the higher international standard.

## Policy Statement

This policy establishes requirements for global conduct related to human rights and labor standards. This policy is informed by internationally-recognized instruments setting forth human rights and labor standards to continue to enhance our respect for human rights and labor standards, to improve the conditions of our operations and to reflect our social responsibility. In developing this policy, we have, among other things, taken into account the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

## Human Rights

Cardinal Health strives to conduct its business in a manner that demonstrates respect for internationally-recognized human rights and the dignity of all people. This means that Cardinal Health operates its business with the following values:

- Diversity and Inclusion
  - Cardinal Health's Standards of Business Conduct articulate our commitment to an inclusive and diverse workforce.
- Fair Treatment
  - Harassment and Bullying Prevention policy addresses the rules and guidelines that have been implemented to provide a workplace that is free from harassment and discrimination of any kind.
- Freedom from Forced Labor
  - Cardinal Health will not use or engage in any form of coerced, bonded, indentured, or prison labor. All work will be voluntary, and employees will be free to leave or terminate their employment in accordance with local and national laws without fear of physical, psychological, sexual, or verbal abuse.
  - Cardinal health will not require employee's to lodge "deposits" of their identity papers (government-issued identification, passports, or work permits).



- Free of Child Labor
  - Cardinal Health does not allow child labor in its operations. Generally, Cardinal Health does not hire anyone under the age of eighteen (18). The term “child” means any person under the minimum legal age for being employed in the workplace, with reference to the assigned task and in any event, means any person under 14 years of age.
- Fair Compensation
  - Cardinal Health complies with all applicable local and national minimum wage, overtime, and benefits laws and regulations.
- Hours of Labor
  - Cardinal Health requires that working hours are consistent with local and national laws and regulations and are not otherwise excessive.
- Work Environment
  - Cardinal Health will maintain a healthy, clean, and safe work environment and will not utilize mental or physical disciplinary practices. Cardinal Health will construct and maintain all facilities in accordance with at least the standards set forth by applicable laws and regulations in the countries in which it operates.
- Immigration Law & Compliance
  - Cardinal Health applies with applicable immigration laws and regulations and only employs workers with a legal right to work.
- Freedom of Association
  - Cardinal Health respects the freedom of association. Where our employees wish to be represented by trade unions, we will cooperate in good faith with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks.
- Compliance with laws
  - Cardinal Health is committed to complying with all applicable local and national laws and regulations, including those related to employee records and employee privacy, in the countries in which it operates.

## Supply Chain

Cardinal Health is defining a process to review its supply chain’s labor standards to assess if they are consistent with this policy and will address non-compliance incidents appropriately.

## Compliance

This policy will be communicated to employees and will be available externally.

This policy references various resources, including existing Cardinal Health policies and international human rights instruments; further information is available in the references section below.



This policy is subject to the review schedule and governance that is outlined in the policy regarding the establishment and application of Cardinal Health policies.

### Roles and Responsibilities

| <b>Role</b>                             | <b>Responsibilities</b>  |
|---|--|
| Employees                               | <ul style="list-style-type: none"> <li>Review and comply with this policy</li> <li>Report any violations of this policy to your manager or supervisor, Human Resources representative, or by contacting the Business Conduct Line</li> </ul> |
| Human Resources & Ethics and Compliance | <ul style="list-style-type: none"> <li>Assist employees that report any violations of this policy</li> <li>Support compliance of this policy</li> <li>Investigate any reports of non-compliance incidents</li> </ul>                         |
| Global Sourcing                         | <ul style="list-style-type: none"> <li>Support compliance of this policy through supplier selection, contracting, and improvement</li> </ul>   |

### Scope

This policy applies to all Cardinal Health locations and employees. Cardinal Health will strive to ensure that its suppliers adhere to the minimum standards that are outlined within this policy.

### Original effective date

April 1, 2018

### Date last revised

March 15, 2019

### Responsible party

The Cardinal Health Chief Human Resources Officer is responsible for administering and amending this policy.



## Additional information

### Internal references

The following internal documents and resources relate to this policy. Policies can be found on the Cardinal Health intranet (i.e., <http://my.cardinalhealth.net/about/policies/Pages/default.aspx>).

| Title   | Type  |
|---|---|
| Establishment and application of Cardinal Health policies | Policy  |
| Standards of Business Conduct                             | Policy  |
| Employment of minors                                      | Policy  |
| Harassment and bullying prevention                        | Policy  |
| Reporting obligations                                     | Policy  |
| Human trafficking and slavery                             | Policy  |
| Environmental, health and safety                          | Policy  |
| Equal Employment opportunity/nondiscrimination            | Policy  |
| Business Conduct Line                                     | <a href="#">Click here for link to resource</a> |
| Global Security Overview                                  | <a href="#">Click here for link to resource</a> |
| Modern Slavery Statement                                  | <a href="#">Click here for link to resource</a> |
| Vendor Code of Conduct                                    | <a href="#">Click here for link to resource</a> |

### External references

The following external resources relate to this policy.

| Title  | URL   |
|--|---|
| United Nations Guiding Principles on Business and Human Rights | <a href="#">Click here for link to resource</a> |
| International Labour Organization's Fundamental Conventions    | <a href="#">Click here for link to resource</a> |