

## Policy statement

Employees of Cardinal Health must treat each other and those with whom they interact with respect, and professionalism. Discrimination or harassment based on race, religion, sex, color, national origin, ancestry, age, physical or mental disability, sexual orientation, gender identity/expression, veteran status, pregnancy, marital status, genetic status or any other status protected by federal, state, or local law is prohibited and is not tolerated. Cardinal Health requires not only compliance with applicable laws prohibiting harassment, discrimination or bullying, but also conduct which is consistent with the *Standards of Business Conduct* and Cardinal Health policies.

## Harassment

Harassment is generally defined as unwelcome verbal or non-verbal conduct, based upon a person's protected characteristic, that denigrates or shows hostility or aversion toward the person because of the characteristic (e.g., gender, race, age, etc.), and that affects the person's employment opportunities or benefits, has the purpose or effect of interfering with the person's work performance, or creates an intimidating, hostile, or offensive work environment. Harassing conduct includes, but is not limited to, epithets, threats, insults, slurs, negative stereotyping, jokes, gestures, inappropriate written or printed materials, pictures, or materials such as those mentioned here through the use of the Internet (including but not limited to social media), electronic mail, voice mail or text message, or other behavior based on a person's protected characteristic.

## Bullying

Cardinal Health generally defines bullying as the persistent and unwelcome mistreatment of employees through words, actions, communications or other demeaning and intimidating behavior.

## Sexual harassment

Sexual harassment is any unwelcome advance, request for sexual favors, or any other verbal or physical conduct of a sexual nature, when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Sexual harassment can include, but is not limited to, sexual innuendo or suggestive comments, offensive language, inappropriate physical contact, display of sexually-oriented objects or pictures, or sexual gestures. Sexual harassment also includes offensive images and language, or explicit images of a sexual nature through the use of the Internet, electronic mail, voicemail or text message.

## Employees

- Employees must report any incident of harassment promptly to their manager or supervisor, or to any manager with whom they feel comfortable. If an incident involves the employee's manager, the employee must report the harassment to the next level manager, a different manager, Human Resources or through the Business Conduct Line.



- No employee will be retaliated against for making a complaint in good faith regarding a violation of this policy, or for participating in good faith in an investigation pursuant to this policy. If an employee feels that he or she has been retaliated against, the employee should immediately call the Business Conduct Line. Anyone who retaliates against another employee for making a complaint under this policy will be subject to corrective action up to and including immediate termination.

## Scope

This policy applies to Cardinal Health, Inc., its divisions, and its majority-owned or controlled subsidiaries in the United States and Puerto Rico.

## Original effective date

November 1, 2006

## Date last revised

October 2, 2018

## Responsible party

The Cardinal Health senior vice president in charge of the Human Resources function is responsible for administering and amending this policy.

## Additional information

### Internal references

The following internal documents and resources relate to this policy:

Title	Type
Establishment and application of Cardinal Health policies	Policy
Reporting obligations	Policy
Equal employment opportunity/nondiscrimination	Policy
Standards of Business Conduct	Reference