

# Equal Employment Opportunity Protocol

## 1 Equal Opportunity Employer

Getinge<sup>1</sup> is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. Getinge strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons on the basis of:

- Race, including traits associated with race, such as:
  - hair texture; and
  - protective hairstyles, including braids, locks, and twists.
- Religion or creed, including:
  - religious belief, observance, and practice; and
  - dress or grooming practices.
- Color.
- National origin, including an individual's or that individual's ancestors' actual or perceived:
  - physical, cultural, or linguistic characteristics associated with a national origin group;
  - marriage to or association with persons of a national origin group;
  - tribal affiliation;
  - membership in or association with an organization identified with or seeking to promote the interests of a national origin group;
  - attendance or participation in schools, churches, temples, mosques, or other religious institutions generally used by persons of a national origin group; and
  - name that is associated with a national origin group.

(National origin groups include, but are not limited to, ethnic groups, geographic places of origin, and countries that are not presently in existence.)

- Citizenship status.
- Ancestry.
- Physical disability.
- Mental disability.

---

<sup>1</sup> For purposes of this protocol, "Getinge" refers to all of the U.S. affiliates of Getinge AB.

- Reproductive health decision-making, including a decision to use or access a particular drug, device, product, or medical service for reproductive health.
- Medical condition, including:
  - any cancer-related physical or mental health impairment from a diagnosis, record, or history of cancer; or
  - a genetic characteristic.
- Genetic information, including information about:
  - an individual's genetic tests;
  - family members' genetic tests;
  - family members' diseases or disorders;
  - an individual's or family member's receipt of, or request for, genetic services; and
  - participation by an individual or their family member in clinical research that includes genetic services.
- Marital status.
- Sex, including:
  - pregnancy;
  - childbirth;
  - breast feeding; or
  - medical condition related to pregnancy, childbirth, or breast feeding.
- Gender.
- Gender identity, meaning a person's internal understanding of the person's gender, or the perception of a person's gender identity, which may include male, female, a combination of male and female, neither male or female, a gender different from the person's sex assigned at birth, or transgender.
- Gender expression, meaning a person's gender-related appearance or behavior, or the perception of such appearance or behavior, whether or not stereotypically associated with the person's sex at birth.
- Age.
- Sexual orientation, including:
  - heterosexuality;
  - homosexuality; and

- bisexuality.
- Military and veteran status, including past, current, or prospective service in the uniformed services.

All Getinge employees, other workers, and representatives are prohibited from engaging in unlawful discrimination. This protocol applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

Getinge complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, and all applicable state or local law. Consistent with those requirements, Getinge will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. If you believe you need an accommodation, please make a request under Getinge's [Disability Accommodations Protocol](#).

Getinge will also, where appropriate, provide reasonable accommodations for an employee's religious beliefs or practices. If you believe you need a religious accommodation, please make a request under Getinge's [Religious Accommodations Protocol](#).

Getinge complies with the Pregnant Workers Fairness Act (PWFA) and all applicable state and local laws concerning pregnancy accommodation. Getinge will provide temporary or reasonable accommodations to qualified pregnant job applicants and employees to accommodate the individual's known limitations related to pregnancy, childbirth, or related medical conditions, unless doing so would create an undue hardship. Getinge will not require a qualified employee to take paid or unpaid leave if another reasonable accommodation can be provided. If you believe you need a pregnancy-related accommodation, contact your Human Resources Business Partner or the HR Service Center (973.709.7878, [hrhelpline@getinge.com](mailto:hrhelpline@getinge.com)).

## 2 Supervisor Responsibilities

Supervisors and managers have an obligation to report discriminatory conduct of which they become aware. Supervisors and managers who observe such conduct or who receive any complaints of misconduct must report the conduct or complaint to their Human Resources Business Partner or the HR Service Center (973.709.7878, [hrhelpline@getinge.com](mailto:hrhelpline@getinge.com)) so that an investigation can be made and corrective action taken, if appropriate.

## 3 Complaint Procedure

If you are subjected to any conduct that you believe violates this protocol, you must promptly speak to, write, or otherwise contact your direct supervisor, your Human Resources Business Partner, the HR Service Center (973.709.7878, [hrhelpline@getinge.com](mailto:hrhelpline@getinge.com)), or the Speak Up Line ([online](#) or 844.979.4913), as soon as possible after the offending conduct.

If you have not received a satisfactory response within five days after reporting any incident of what you perceive to be discriminatory conduct, please immediately contact your Human Resources Business Partner or the HR Service Center (973.709.7878, [hrhelpline@getinge.com](mailto:hrhelpline@getinge.com)). These individuals will ensure

that a prompt investigation is conducted. Although not mandatory, a [Complaint Form](#) is available [online](#) to make your complaint if you wish to use it.

Your complaint should be as detailed as possible, including the names of all individuals involved and any witnesses. Getinge will directly and thoroughly investigate the facts and circumstances of all claims of perceived discrimination and will take prompt corrective action, if appropriate.

## 4 No Retaliation

No one will be subject to, and Getinge prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reports or complaints of incidents of discrimination of any kind, pursuing any discrimination claim, or cooperating in related investigations. For more information on Getinge's rules prohibiting retaliation, please refer to Getinge's [Anti-Retaliation Protocol](#) or contact your Human Resources Business Partner or the HR Service Center (973.709.7878, [hrhelpline@getinge.com](mailto:hrhelpline@getinge.com)).

Getinge is committed to enforcing this protocol against all forms of discrimination. However, the effectiveness of our efforts depends largely on employees telling us about inappropriate workplace conduct. If employees feel that they or someone else may have been subjected to conduct that violates this protocol, they should report it immediately. If employees do not report discriminatory conduct, Getinge may not become aware of a possible violation of this protocol and may not be able to take appropriate corrective action.

## 5 Violations of this Protocol

Any employee, regardless of position or title, whom Getinge determines has subjected an individual to discrimination or retaliation in violation of this protocol will be subject to discipline, up to and including termination of employment.

## 6 Conduct Not Prohibited by this Protocol

This protocol is not intended to restrict communications or actions protected or required by state or federal law.

## 7 Complaint Form

A [Complaint Form](#) is available [online](#) or upon request by contacting your Human Resources Business Partner or the HR Service Center (973.709.7878 or [hrhelpline@getinge.com](mailto:hrhelpline@getinge.com)).