

Disability Accommodation Protocol

1 Commitment to Equal Employment Opportunities

Getinge¹ complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act (ADAAA), and all applicable state and local fair employment practices laws and is committed to providing equal employment opportunities to qualified individuals with disabilities. Consistent with this commitment, Getinge will provide a reasonable accommodation to disabled applicants and employees if the reasonable accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship.

2 Requesting a Reasonable Accommodation

If you believe you need an accommodation because of your disability, you should request a reasonable accommodation from your Human Resources Business Partner or the HR Service Center (973.709.7878 hrhelpline@getinge.com). You may make the request orally or in writing. Getinge encourages employees and applicants to make their request in writing and to include relevant information, such as:

- A description of the accommodation you are requesting;
- The reason you need an accommodation; and
- How the accommodation will help you perform the essential functions of your job or apply for a posted position.

After receiving your oral or written request, Getinge will engage in an interactive dialogue with you to confirm the nature of your limitations and explore potential reasonable accommodations that could overcome those limitations. Getinge encourages you to suggest specific reasonable accommodations that you believe would allow you to perform your job. However, Getinge may not be able to make the specific accommodation requested by you and may provide an alternative effective accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on Getinge.

3 Medical Information

If your disability or need for accommodation is not obvious, Getinge may ask you to provide supporting documents showing that you have a disability within the meaning of applicable law and that your disability necessitates a reasonable accommodation. If the information provided in response to this request is insufficient, Getinge may require that you be evaluated by a health care professional of Getinge's choosing, at Getinge's expense, in order to substantiate your request for an accommodation. In those cases, if you fail to provide the requested information or see the designated health care professional, your request for a reasonable accommodation may be denied.

Getinge will keep confidential any medical information obtained in connection with your request for a reasonable accommodation.

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

4 Determinations

Getinge makes determinations about reasonable accommodations on a case-by-case basis considering various factors and based on an individualized assessment in each situation.

Getinge strives to make determinations on reasonable accommodation requests expeditiously and will inform you once a determination has been made. If you have any questions about a reasonable accommodation request you made, please contact your Human Resources Business Partner or the HR Service Center (973.709.7878, hrhelpline@getinge.com).

5 No Retaliation

Retaliation against an employee or applicant for requesting an accommodation in good faith is strictly forbidden. Getinge expressly prohibits any form of discipline, reprisal, intimidation, or retaliation against any individual for requesting an accommodation in good faith.

Getinge is committed to enforcing this protocol and prohibiting retaliation against employees and applicants who request an accommodation in good faith. However, the effectiveness of our efforts depends largely on individuals telling us about inappropriate workplace conduct. If employees or applicants believe that they or someone else may have been subjected to conduct that violates this protocol, they should report it immediately to their Human Resources Business Partner, the HR Service Center (973.709.7878, hrhelpline@getinge.com), or the Speak Up Line ([online](#) or 800.461.9330). If employees do not report retaliatory conduct, Getinge may not become aware of a possible violation of this protocol and may not be able to take appropriate corrective action.