

## Statement on Human Rights

### **We protect people and brands, promote health, and safeguard the environment.**

This core purpose is the foundation of our global position on human rights and guides our commitment to conduct our business in an ethical, respectful, and sustainable manner. Stericycle's Statement on Human Rights applies across all our businesses and subsidiaries worldwide and applies, where necessary and appropriate, to Third Party Representatives.

### **Human rights are a foundational requirement for Stericycle.**

We respect human rights in alignment with United Nations Universal Declaration of Human Rights and believe that all human beings are born free and equal in dignity and rights. We are committed to culture that treats all individuals with equal regard for dignity, respect, and fairness. We foster a culture of accountability combined with appropriate workplace policies, team member training, operational reviews, contract language, and a global, anonymous ethics reporting system.

### **We commit to fair labor practices, voluntary employment, and freedom of association.**

We strictly obey the laws and regulations that govern our business in the countries in which we operate including those concerning hours, compensation, opportunity, and working conditions. We do not accept or condone any aspect of forced or compulsory labor including child labor, forced labor, modern slavery, or human trafficking.

Stericycle respects the rights of team members to participate in any activities related to the exercise of team members' rights to engage in organizing or concerted activity protected by the National Labor Relations Act or equivalent local legislations in the jurisdictions in which Stericycle operates.

### **We believe diversity and inclusion inspire satisfied, productive, and creative teams.**

Stericycle is committed to providing equal opportunities and does not discriminate in any employment process, including recruiting, hiring, assignments, transfers, promotions, demotions, compensation, working conditions, and training. Stericycle does not and shall not tolerate any form of discrimination on the basis of age; race; color; religion; national, ethnic or social origin; ancestry; sex/gender; gender identity/expression; sexual orientation; marital/parental status; religion; pregnancy/childbirth or related conditions; disability or medical condition; genetic information; military or veteran status; or other protected categories as provided by applicable law.

### **A safe and healthy work environment is a strategic business priority.**

Stericycle values the safety of our team members, customers, and contractors. We are committed to offering safe products and services and providing a safe work environment for every team member through shared participation in our safety program. We recognize the importance of respecting all our resources, especially



We protect what matters.

our valued team members, their workplaces, and materials. Stericycle will provide and maintain a safe and healthy work environment and business practices in compliance with legislative requirements and industry standards wherever we do business.

**We are committed to protecting the privacy of those who entrust us with their personal information.**

Information security and the protection of confidential information are very important to the Company and its success. All team members must understand and comply with policies to keep personal information confidential, secure, and use it only for legitimate purposes. The law and our obligations to customers and team members require that we protect all confidential information, including personal information, protected health information, and proprietary information, that we generate, collect and destroy, or otherwise maintain. Data privacy laws vary by jurisdiction; Stericycle is committed to handling personal information, customer and other third-party personal information from unauthorized use or disclosure, complying with all applicable legal obligations.

**We believe pursuit of these objectives is a shared responsibility that requires commitment from all team members and Third Party Representatives.**

Established procedures and policies will serve as the basis for accountability to these human rights commitments. Stericycle's [Code of Conduct](#) serves as the foundation of information and guidelines, as does Stericycle's [Supplier Code of Conduct](#), where applicable. Routine and ongoing training will be provided to all our team members worldwide to support our various human rights commitments and obligations to our team members, clients, and communities.

Additionally, it is the responsibility of all Stericycle team members to report, in good faith, any violations or suspected violations of these commitments, Stericycle's [Code of Conduct](#), any of Stericycle's internal policies or procedures, or any laws or regulations. Information may be submitted anonymously through our EthicsPoint hotline or [website](#). Stericycle will strive to handle all inquiries discreetly and make all appropriate efforts to maintain the confidentiality to the extent permitted by law of anyone requesting guidance or reporting questionable behavior and/or possible violation. Stericycle forbids retaliation against a team member who raises concerns in good faith or who participates in a Company investigation.

Above all else, we will continue to strive to uphold our promise to protect what matters.