

Operating with Integrity

# Supplier Social Compliance Standards

## VALUES AND COMMITMENTS

At Owens & Minor, we believe that the way we do our business is as important as the business we do. Simply stated, operating with integrity and with high ethical standards is the Owens & Minor way of doing business. Our Code of Honor provides guidance for dealing with customers, suppliers, other employees, competitors, and the public with integrity and in an ethical and appropriate manner.

Our Company respects international social compliance and environmental principles aimed at promoting and protecting human rights and the environment. Our policies align with the goals of several international standards, including the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Our acknowledgment of these international principles is consistent with our dedication to enriching the workplace, preserving the environment, and strengthening the communities where we operate.

## SUPPLIER SOCIAL COMPLIANCE STANDARDS

### Reflecting O&M Values

The Supplier Social Compliance Standards (SSCS) are a vital pillar of Owens & Minor's workplace accountability programs. These standards are driven by the belief that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in our workplaces and the workplaces of those who are authorized to directly supply our business.

Recognizing that there are differences in laws, customs, and economic conditions that affect business practices around the world, we believe that shared values must serve as the foundation for relationships between Owens & Minor and its suppliers. SSCS communicates our values and expectations and emphasizes the importance of responsible workplace policies and practices that generally comply, at a minimum, with applicable occupational safety and health, environmental and labor laws and regulations. The standards outlined below reflect the values we uphold in our own policies, and we expect our suppliers follow these standards and requirements and to communicate these standards throughout their supply chains.

### **Freedom of Association and Collective Bargaining**

Respect employees' rights to freedom of association, to engage in other protected activities and the right to refrain from such activities. Where employees are represented by a legally recognized union, the right to have their chosen representatives have reasonable access to the employees in order to represent them and bargain in good faith with such representatives.

### **Protection Against Child Labor**

Suppliers shall not employ any person under the age of 15. If local law sets minimum age lower, but is in accordance with developing country exceptions under the International Labor Organization Convention 138, the lower age will apply. Suppliers shall not recruit child labor nor exploit children in any way. If children are found to be working directly for the supplier, the latter shall seek a sensitive and satisfactory solution that puts the best interests of the child first.

### **Prohibit Forced Labor and Abuse of Labor**

Prohibit physical and mental abuse of employees as a form of discipline and prohibit the use of all forms of forced labor, including forced prison labor, indentured labor, bonded labor or slave labor and the human trafficking associated with such abuses.

### **Prohibit Discrimination**

Prohibit discrimination and harassment on the basis of legally-protected characteristics in all aspects of employment, including the recruitment, hiring, placement, training, compensation, treatment and advancement of employees.

### **Work Hours, Wages, and Benefits**

Compensate employees relative to the industry and/or local labor market. Operate in full compliance with applicable wage and hour and benefits laws.

### **Provide a Safe and Healthy Workplace**

Strive to provide a secure, safe and healthy workplace. Maintain a productive workplace by complying with all applicable occupational safety and health laws, rules and regulations as well as by mitigating the risk of accidents, injury, and exposure to health risks.

### **Protect the Environment**

Conduct business in compliance with all applicable environmental laws, rules, and regulations.

### **Business Integrity**

Strive to provide a workplace free of bribery and corruption by complying with all applicable laws relating to bribery, money laundering and/or corruption as well as prohibiting the exchange of money or anything else of value to or from anyone, including government officials, to influence actions or obtain an improper advantage.

### **Conflict Minerals**

Supplier will responsibly source “conflict minerals” (tin, tantalum, tungsten or gold) from either mines and smelters outside the Democratic Republic of Congo (DRC) and neighboring countries, or mines and smelters that have been designated as “conflict free” by EICC-GeSI (Electronic Industry Citizenship Coalition – Global E-Sustainability Initiative) and will develop and provide written evidence documentation of their own due diligence programs to ensure “conflict free” supply chains.

## **COMPLIANCE WITH APPLICABLE LAWS AND STANDARDS**

Suppliers to Owens & Minor are required to generally comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of their products and supplies and in the provision of services.

### **Demonstration of Compliance**

In order to minimally comply with the SSCS, a facility must demonstrate the absence of violations in each of the following: Child Labor; Forced Labor; Abuse of Labor; Freedom of Association and Collective Bargaining; Discrimination; working conditions that present imminent threat, serious injury or threat to employees.

This requirement is a part of all agreements between Owens & Minor and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the SSCS.

Owens & Minor routinely utilizes independent third-parties to assess suppliers’ compliance with the SSCS. The assessments generally include confidential interviews with employees and on-site contract workers. The supplier is expected to work with Owens & Minor to implement any corrective actions needed. In the event the supplier fails to fully comply with the SSCS, Owens & Minor reserves the right to issue corrective action and/or remedies including but not limited to possible termination of supplier’s agreement(s) with Owens & Minor.

By receipt of this policy statement our expectation is that suppliers will adhere to the standards outlined in this document or demonstrate that a similar policy is currently deployed at their company.

If you have any questions or you would like to discuss our supplier social responsibility requirements in more detail, please email [GM-codeofhonor@owens-minor.com](mailto:GM-codeofhonor@owens-minor.com). If you need to report an issue anonymously, you can report online or through our Ethics Hotline phone number. Instructions are available at [www.OMIcodeofhonor.com](http://www.OMIcodeofhonor.com). Our Code of Honor, which is our guideline for ethical behavior, is also available via that site.