



Stryker's Position on Human Rights

At Stryker we are guided by our mission: Together with our customers, we are driven to make healthcare better. Our core values of integrity, accountability, people, and performance define what we believe. We do what's right, we do what we say, we grow talent and we deliver. We live these values in fulfilling our mission.

Making healthcare better includes collaborating with our customers to develop innovative products and services that will ultimately improve the lives of patients. We also understand that making healthcare better means positively impacting our communities and the lives we touch as we deliver on our mission. That's why, at Stryker, we promote corporate responsibility, protect the environment and respect human rights.

Commitment

Our [Code of Conduct](#) serves as a guide for how we do business. As a global healthcare company, we are guided by global principles including Organization for Economic Cooperation and Development Guidelines for Responsible Business Conduct, the Universal Declaration on Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. Stryker is committed to conducting our business in a manner that respects the rights and dignity of all people, and we expect our business partners to do the same. We promote safe and healthy work practices and never engage in forced labor, child labor, slavery, or human trafficking.

What this means

Our commitment applies to all employees of Stryker everywhere we operate or do business. We extend our commitment to third parties doing business with Stryker through either our Code of Conduct or the [Supplier Code of Conduct](#), as applicable. Third parties may include indirect channels, suppliers, vendors and contractors.

Stryker is committed to the following principles:

No forced labor, involuntary labor and human trafficking – We prohibit any direct or indirect use of forced or involuntary labor. This includes any kind of compulsory labor, slavery, human trafficking or coerced work extracted from any person under the threat of a penalty or harm.

No child labor and fair treatment of young workers – We prohibit the use of child labor and comply with all applicable child labor laws, including those addressing limitations on age and types of permissible work.

Fair labor practices – Employment must be in full compliance with all applicable labor laws and regulations. We prohibit unlawful deductions from wages for hours worked. We comply with all laws regarding the rights of employees to associate or not associate with any legally constituted group. We prohibit any unreasonable restrictions on the ability of employees to leave the workplace or to terminate employment, including holding original copies of employee identification documents (passports or other identity papers). Workers and candidates are not required to pay any recruitment or other fees as a condition of their employment.

Non-discrimination and anti-harassment – We maintain a workplace that is free from discrimination and harassment based on race, color, creed, religion, sex, age, disability, national origin, ancestry, citizenship, armed forces service, marital or veteran status, sexual orientation, gender identity or expression, or other characteristic or group status protected under applicable laws.

Safe working environment – We ensure our work environments are safe and meet all relevant environmental, health and safety regulations and we prohibit the use or threat of physical discipline, abuse or other forms of physical coercion or harassment.

Governance

Our Human Rights Council is a global, cross-functional team that is responsible for our enterprise-wide human rights due diligence program. The Group President of Global Quality and Operations serves as the executive sponsor for the Human Rights Council providing direction and oversight. The Human Rights Council reports directly to our Corporate Responsibility Steering Committee and provides regular updates on human rights topics. Our Governance and Nominating Board Committee has oversight of corporate responsibility matters, including with respect to human rights.

Speaking up

Employees are encouraged to report any concerns to their manager, Legal, Compliance or Human Resources. In addition, employees and third parties can utilize Stryker's Ethics Hotline to report concerns, including violation of this Position on Human Rights. Reports can be made anonymously, and the identity of individuals making or involved in a report will be protected, in accordance with local law. Stryker's Ethics Hotline can be accessed at www.ethicshotline.stryker.com. All submitted reports are analyzed and routed to the appropriate persons within Stryker for review, assessment and, if appropriate, investigation as part of our formal grievance process. Stryker does not tolerate any form of retaliation against any individual who reports or participates in the investigation of any suspected unlawful conduct, including conduct that violates our position on human rights.