

Expectations for Suppliers

At Haemonetics, our Purpose – **“We make it possible. You make it matter”** – inspires the important work we do every day to meaningfully advance patient care and drive greater possibilities in healthcare. How we do this work is equally important. In order to deliver the highest quality products and solutions to our stakeholders outside of Haemonetics, we hold ourselves to the highest ethical standards. We are also committed to being a good corporate citizen and take responsibility to proactively identify and manage the environmental, social and governance risks and opportunities that are relevant to our business and those we serve. We expect the same of our suppliers, vendors and other third parties working on our behalf.

Haemonetics’ suppliers play an important role in ensuring that every component that goes into our products also meets our high standards. This document outlines specific expectations for Haemonetics suppliers with respect to ethical practices, quality matters, social responsibility, environmental stewardship, health and safety and governance. Haemonetics wants to partner with suppliers who operate in a manner consistent with these expectations and to support our suppliers in understanding and conforming with them. Haemonetics may take steps to assess a supplier’s conformance with these expectations and will consider a supplier’s progress in meeting these expectations in its sourcing decisions.

1. Our Commitment to Ethics

1.1 Compliance with Laws

Haemonetics expects suppliers to uphold all applicable laws and regulations. This includes, but is not limited to, compliance with all applicable healthcare laws, anti-bribery and anti-corruption laws, data privacy laws and international trade laws affecting the transfer of goods, software, source code, technologies or services across national borders (including export/trade controls and regulations, boycott laws and sanctions).

Haemonetics is a certified participant of the CTPAT program, a partnership between the trade community and U.S. Customs and Border Protection (CBP), and other international supply chain security government programs, designed to establish supply chain security processes to prevent terrorist devices and other contraband from entering the global supply chain. As a member of the CTPAT program, and other international supply chain

security programs, Haemonetics is required to engage with all of its suppliers in order to ensure their development and maintenance of security programs within the guidelines of CTPAT and other applicable supply chain security programs, with emphasis on ensuring the integrity of all shipments. We expect suppliers to work to prevent the introduction of unauthorized materials into any cargo, container, trailer or other shipping conveyance. The CTPAT minimum security criteria which is applicable to all international transactions with Haemonetics in the U.S., Canada and Mexico, are available on the U.S. Customs and Border Protection website at <https://www.cbp.gov/border-security/ports-entry/cargo-security/ctpat>. After reviewing these criteria, suppliers should implement any security and/or trade compliance improvements necessary to comply and consider applying for CTPAT membership, if eligible.

1.2 Fair Dealing

Haemonetics endeavors to deal fairly with suppliers in accordance with ethical business practices. We expect our suppliers to do the same in dealing with Haemonetics.

1.3 Conflicts of Interest

Haemonetics requires its employees and suppliers with whom it does business to take steps to avoid actual or perceived conflicts of interest, including:

- Haemonetics employees and members of their immediate family cannot work for Haemonetics suppliers unless such potential conflicts of interest are disclosed and addressed in accordance with our Code of Conduct;
- Haemonetics will not accept expensive gifts, discounts or any other favors from suppliers, and suppliers shall not offer such gifts, discounts or other favors to Haemonetics employees or its other third party partners.

1.4 Confidentiality

Suppliers shall protect Haemonetics’ confidential information, including intellectual property, from disclosure and misuse. Suppliers shall protect the personal data of Haemonetics and its employees, customers and others with whom we work.

1.5 Conflict Minerals

Haemonetics has adopted a [Conflict Minerals Statement](#) and endeavors to continuously improve on its supply chain due diligence efforts to identify and eliminate the sourcing of tin, tantalum, tungsten, gold and their derivatives (“conflict minerals”) that originated in the Democratic Republic of the Congo (DRC) or an adjoining country. Haemonetics expects that its suppliers will support this endeavor and cooperate with Haemonetics to provide timely, accurate and transparent data in support of Haemonetics’ conflict mineral due diligence processes and reporting.

2. Our Products

2.1 Quality Approach

Haemonetics expects suppliers to insist on the same high standards of quality, safety and effectiveness as Haemonetics. In order to ensure highest quality and safe products for our customers, we utilize and require a prevention mindset within our supply network. Defect prevention is our top priority and each partner is responsible and accountable to achieve this. We expect our suppliers to engage in and support application of best practices in quality planning and rigor, mistake-proofing, risk-based management and statistical methods to ensure ongoing quality and zero defects. Suppliers must adhere to the agreed validated state and notify Haemonetics proactively when changes are considered. Suppliers must provide sufficient notification to Haemonetics of any planned changes to material or processes within their own facility, and ensure that sub-suppliers do likewise to them. Specification and revision control adherence is required at all times for purchase orders and associated shipments, and change communication must be via our standard change control processes and documented methods. If quality issues occur, we expect urgency and thoroughness in containment, root cause analysis and corrective and preventive actions via our Supplier Correction Action Request (SCAR) process, or acknowledgement if communicated as lower risk. Suppliers must ensure quality integrity and thoroughness at all times, including cases when Haemonetics requires certification of quality to accompany goods.

3. Environment, Health and Safety

3.1 Health and Safety

Haemonetics expects suppliers to provide a safe and secure workplace. This includes eliminating unsafe work practices and workspace injuries and illnesses and promoting the health, safety and well-being of its employees, contractors and visitors. Important objectives in achieving this include creating a positive safety

culture, maintaining an effective safety management system and reducing risk in the workplace.

3.2 Environmental Regulations

Haemonetics expects suppliers to comply with all applicable environmental laws and regulations for the regions in which they operate.

3.3 Recycling and Reuse

Haemonetics expects suppliers to endeavor to recycle and reuse material within their manufacturing operations.

3.4 Conservation

Suppliers should focus on preserving and reducing the consumption of natural resources with which they work, including water, air, paper products and other raw materials.

3.5 Hazardous/Regulated Materials

Haemonetics expects suppliers to establish and maintain procedures for proper storage, handling, disposal and transportation of regulated waste, discharge and emissions.

3.6 Life Cycle Analysis

Suppliers shall endeavor to optimize the environmental performance of their products and operations through a life cycle analysis approach for products, processes and/or services.

3.7 Transportation Logistics

Suppliers shall endeavor to optimize transportation strategies to minimize the environmental footprint of all products shipped. This includes consideration of transportation modes and distances as well as packaging material types and quantities.

4. Our People and Communities

4.1 Diversity and Inclusion

The diversity of Haemonetics’ team and their ideas help build our collaborative, performance driven culture. Haemonetics is committed to providing an inclusive environment where every individual has the opportunity to thrive, and we expect the same of our suppliers.

4.2 Respect in the Workplace

Haemonetics is committed to giving everyone an equal opportunity to participate and succeed in our workplace, regardless of their gender, race, color, religion, age, ethnicity, disability, veteran status or any other classification protected by law. Haemonetics is also committed to maintaining a workplace that highlights mutual respect and fairness, and we expect the same of our suppliers. We expect suppliers to ensure that workers are not subject to harassment in any form, including degrading words, offensive remarks or jokes, suggestive or inappropriate gestures, sharing or posting of offensive materials, sexual flirtation or requests, bullying, mobbing or emotional abuse.

4.3 Upholding Labor and Employment Laws

Suppliers shall comply with all applicable labor and employment laws for the regions in which they operate, including those ensuring fair compensation and benefits, safe and healthy work environments and non-discriminatory practices.

4.4 Anti-Human Trafficking and Slavery

Haemonetics is committed to an environment that is free from human trafficking and slavery. These activities include, but are not limited to, engaging in sex trafficking, procuring commercial sex acts (even if this practice is legal in the jurisdiction where it transpires), child labor and forced labor through, among others actions, the use of force, fraud or coercion to subject a person to involuntary servitude or obtaining labor from a person by threats of serious harm to that person or another person. Haemonetics will not tolerate or condone such human trafficking or slavery in any part of our global organization, and suppliers shall comply with the guidelines set forth in Haemonetics' Global Anti-Human Trafficking Policy that prohibit such activities.

5. Governance

5.1 Sub-Suppliers

Suppliers shall have a program to provide that their own suppliers (whether self-selected or Haemonetics-nominated suppliers) meet expectations consistent with those set out in this document.

5.2 Documentation

Suppliers shall maintain and provide to Haemonetics for review upon request documentation necessary to demonstrate such suppliers' efforts to follow the expectations set forth in this document and compliance with applicable laws and regulations.

5.3 Management Systems

We expect suppliers to implement training programs, including without limitation distribution of these expectations to its employees, to ensure an appropriate level of knowledge, skills and abilities to meet the expectations described in this document.

5.4 Assessments

We expect suppliers to comply with periodic audits or surveys conducted by Haemonetics or third parties to confirm adherence with the expectations set forth in this document. Notwithstanding the foregoing, Haemonetics assumes no duty or obligation to audit or review a supplier's compliance with the expectations set forth in this document and assumes no liability or responsibility for the actions or omissions of any of its suppliers.

5.5 Continuous Improvement

Haemonetics is dedicated to continuous improvement. Haemonetics has adopted Six Sigma and Lean methodologies throughout its global manufacturing operations to reduce variation and eliminate waste. Haemonetics encourages suppliers to work with us on Six Sigma and Lean projects at their facilities.

5.6 Code of Conduct

This document is intended to supplement but not replace or supersede the Haemonetics Code of Conduct. Haemonetics expects all suppliers to thoroughly review our Code of Conduct and act within its guidelines. Failure to comply with Haemonetics' Code of Conduct may result in a change in the business relationship between Haemonetics and the supplier.

5.7 Resources

- Haemonetics Code of Conduct
- Haemonetics Conflict Minerals Statement
- Haemonetics Global Anti-Human Trafficking Policy

5.8 Contacts

For legal or compliance questions related to the expectations set forth in this document, the Code of Conduct or any other Haemonetics policy applicable to suppliers, please contact Haemonetics' General Counsel or Chief Compliance Officer at (781) 848-7100.

If you wish to report actions inconsistent with the expectations set forth in this document, the Code of Conduct or any other Haemonetics' policy applicable to suppliers, you may contact Haemonetics' Integrity Helpline at 1-888-224-7060 (toll-free in the United States and Canada) or at www.haemonetics.ethicspoint.com.