



HAEMONETICS®

2022 Corporate Responsibility Report

We Make It Possible. You Make It Matter.

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A Message from Our President and Chief Executive Officer

On behalf of Haemonetics, I am proud to share our company's inaugural Corporate Responsibility Report.

Haemonetics' rich history of innovation began over 50 years ago. We honor that heritage today as we continue to evolve our business and deliver on our Purpose to drive greater possibilities and meaningfully advance healthcare. This report reflects our commitment to good corporate citizenship and the steps we are taking to ensure the long-term health and success of our company, our colleagues, our customers and our communities.

Guided by our Purpose, and mindful of our shareholders, customers, employees and other key stakeholders whose trust we value, we are taking steps to proactively identify and manage the environmental, social and governance risks and opportunities most relevant to our business and those we serve. We focus our efforts across four key pillars:

- **Growing our business responsibly.** We are committed to maintaining high standards of corporate governance and ethics that support the long-term success of our company and align with stakeholder expectations and applicable legal requirements.
- **Investing in our people.** We work to attract and retain the best talent and to foster a diverse and inclusive workforce. We made important investments in our people during fiscal 2022 and afterward, including company-sponsored initiatives to address feedback from the 97% of our global employees that participated in our fiscal 2022 engagement survey, introduction of new company-sponsored Colleague Resource Groups and development of our diversity, equity and inclusion ("DEI") programs and practices. In calendar 2023, we expect to expand our ongoing strategic listening approach with employees and develop a multi-year DEI roadmap that will identify programmatic goals and purposeful actions.
- **Driving social impact.** We pursue customer-focused innovation that advances the quality, safety, effectiveness, efficiency and accessibility of care across critical areas of need. We also strive to make a positive difference in the communities in which we operate through philanthropic donations and community service.
- **Reducing our environmental impact.** As part of our commitment to continuous improvement and operational excellence, we seek to reduce our environmental footprint and to use our resources responsibly. In calendar 2022, we completed our first Scope 1 and 2 greenhouse gas emissions assessment, which included a 19% reduction in Scope 1 and 2 GHG emissions in fiscal 2022 compared to our fiscal 2018 baseline. In calendar 2023, we plan to take the next steps in defining our long-range goals to further reduce our Scope 1 and 2 carbon emissions and assess our Scope 3 emissions.

I believe this is the most exciting time in Haemonetics' history as we experience transformational growth and more people worldwide rely on our solutions, service and support. With our growth as a global leader, we recognize our responsibilities and how much work there is to do. This inaugural Corporate Responsibility Report serves as a foundation on which we plan to build. We will continue to operate with transparency and report our progress as we take additional actions and set sustainability goals that advance our commitment to Corporate Responsibility and support our Purpose as we help customers to continue to **make it matter.**



CHRISTOPHER A. SIMON

President and Chief Executive Officer,
Haemonetics Corporation

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Introduction

About This Report

This 2022 Corporate Responsibility Report provides data on the global environmental, social and governance (“ESG”) progress of Haemonetics and its consolidated subsidiaries for our fiscal year 2022 that began on April 4, 2021 and ended on April 2, 2022, unless otherwise indicated. This report references the Global Reporting Initiative (“GRI”) standards and the Sustainability and Accounting Standards Board (“SASB”) standards for the Medical Equipment and Supplies Industry (see “Disclosure Index” beginning on page 35 for more information). In some instances, reported data may be best estimated or rounded. All financial information is reported in U.S. Dollars.

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements do not relate strictly to historical or current facts and may be identified by the use of words such as “may,” “will,” “should,” “could,” “would,” “expects,” “plans,” “anticipates,” “believes,” “estimates,” “projects,” “predicts,” “forecasts,” “foresees,” “potential” and other words of similar meaning in conjunction with statements regarding, among other things, (i) plans and objectives of management for operations of the company, including plans or objectives related to the development and commercialization of, and regulatory approvals related to, the company’s products and plans or objectives related to the Operational Excellence Program; (ii) estimates or projections of financial results, financial condition, capital expenditures, capital structure or other financial items; (iii) our ESG plans, performance and goals; (iv) the impact of the COVID-19 pandemic on the company’s operations, availability and demand for its products, and future financial performance; and (v) the assumptions underlying or relating to any statement described in points (i) through (iv) above. Such forward-looking statements are not meant to predict or guarantee actual results, performance, events or circumstances and may not be realized because they are based upon Haemonetics’ current projections, plans, objectives, beliefs, expectations, estimates and assumptions and are subject to a number of risks and uncertainties and other influences. Actual results and the timing of certain events and circumstances may differ materially from those described by the forward-looking statements as a result of these risks and uncertainties. Investors are therefore cautioned not to place undue reliance on any forward-looking statements. Factors that may influence or contribute to the inaccuracy of the forward-looking statements or cause actual results to differ materially from expected or desired results can be found in Haemonetics’ most recent Annual Report on Form 10-K under the headings “Risk Factors” and “Cautionary Statement Regarding Forward-Looking Information” and in Haemonetics’ other periodic filings with the U.S. Securities and Exchange Commission (“SEC”). Haemonetics does not undertake to update these forward-looking statements.

We expect to publish future Corporate Responsibility reports on a biennial basis. To provide feedback or request further information please email corporateresponsibility@haemonetics.com.

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Purpose, Mission and Values

At Haemonetics, our Purpose, Mission and Values inspire the important work we do every day.

OUR PURPOSE

we make it possible you make it matter

We challenge ourselves every day to drive greater possibilities and meaningfully advance healthcare.

OUR MISSION

We develop innovative medical technology products and services that improve the quality, effectiveness and efficiency of care. We are building a collaborative, performance-driven culture that attracts and develops the best talent.



OUR VALUES

THINK BIG. TAKE ACTION.

OUR BEHAVIORS

Act with integrity.
Commit to quality.
Take initiative.
Be accountable.

OUR VALUES

WIN TOGETHER.

OUR BEHAVIORS

Trust in yourself and others.
Listen and speak up.
Achieve as a team.
Celebrate success.

OUR VALUES

ALWAYS LEARN AND IMPROVE.

OUR BEHAVIORS

Challenge yourself and others.
Go beyond the obvious.
Seek data-driven insights.
Set big goals.

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Company Overview

Haemonetics is a global healthcare company dedicated to providing a suite of innovative medical products and solutions for customers, to help them improve patient care and reduce the cost of healthcare. Our technology addresses important medical markets: blood and plasma component collection, the surgical suite and hospital transfusion services.



HAEMONETICS: FISCAL 2022 AT A GLANCE

Global Headquarters in
Boston

NYSE
HAE

Business in
90+ countries

Fiscal 2022 Revenue
\$993 million

Employees Worldwide
~ 2,800

Our History

Founded in 1971 by Jack Latham. The innovation of the Latham bowl changed the approach to apheresis and autologous transfusions.

GLOBAL HEADQUARTERS AND MANUFACTURING LOCATIONS



For a list of worldwide locations and contact information, visit www.haemonetics.com/officelocations.

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THREE CUSTOMER-CENTRIC BUSINESS UNITS

Our teams at Haemonetics are dedicated to developing and delivering innovative medical devices, disposables and software. We organize our work around three customer-centric business units: Plasma, Blood Center and Hospital.

 PLASMA	 BLOOD CENTER	 HOSPITAL
<p>Plasma-derived therapies provide crucial quality-of-life enhancing and life-saving treatments for a broad range of indications including immunodeficiency, blood and liver disorders, and surgical applications. With demand for these therapies growing rapidly around the world, plasma collectors require innovative solutions to scale their operations safely and compliantly. We offer hardware and software technologies to enable plasma collections, with the goal of improving yield, productivity, quality and donor experience in our customers' centers, helping to safely and reliably provide the source plasma that will become medicine for patients.</p>	<p>There are millions of blood donations collected around the world every year. Collections produce blood products for transfusion to surgical, trauma or chronically ill patients. Our Blood Center business is committed to helping blood centers manage blood collections safely and collect the blood components in the greatest demand. Our comprehensive portfolio helps our customers to provide safe, high-quality blood components to hospitals and their patients around the world.</p>	<p>Hospitals face a range of challenges as they seek to provide the highest standard of patient care while managing operating costs. To do this effectively, hospitals and clinicians need access to state-of-the-art technologies and solutions to help drive improved outcomes. Our Hospital business provides a range of solutions to address the needs of hospitals, including diagnostics to help inform treatment decisions, technologies to help avoid unnecessary allogenic transfusions, solutions to help optimize management of blood products, and proprietary vascular closure technology with compelling clinical evidence to improve the patient experience.</p>
<p>SOME OF OUR KEY PRODUCTS INCLUDE:</p> <p>Plasma Collection Devices NexSys PCS® / Plasma Collection System</p> <ul style="list-style-type: none"> • Persona® Technology • YES® Technology <p>PCS® 2 / Plasma Collection System</p> <p>Software Solutions NexLynk DMS® / Donor Management System Donor360® / Donor Engagement Software Application</p>  	<p>SOME OF OUR KEY PRODUCTS INCLUDE:</p> <p>Apheresis MCS® / Mobile Collection System</p> <p>Manual Collection Disposable Sets / Collection, processing, filtration and transfusion products</p> <p>Cell Processing ACP® 215 / Automated Cell Processor</p>   	<p>SOME OF OUR KEY PRODUCTS INCLUDE:</p> <p>Hemostasis Management TEG Manager® / Software TEG® 6s / Hemostasis Analyzer System TEG® 5000 / Hemostasis Analyzer System</p> <p>Cell Salvage Cell Saver® Elite®+ / Autotransfusion System</p> <p>Transfusion Management SafeTrace Tx® / Software BloodTrack® / Software</p> <p>Vascular Closure VASCADE® / Vascular Closure System VASCADE MVP® / Venous Vascular Closure System</p>    

Note: Availability of products may vary from one country or region to another as a result of specific local regulatory approval or clearance requirements. Applicable laws may restrict the sale, distribution or use of these products to, by, or on the order of a licensed healthcare practitioner. To learn more about Haemonetics and the products sold under our three business units, visit our website at www.haemonetics.com.

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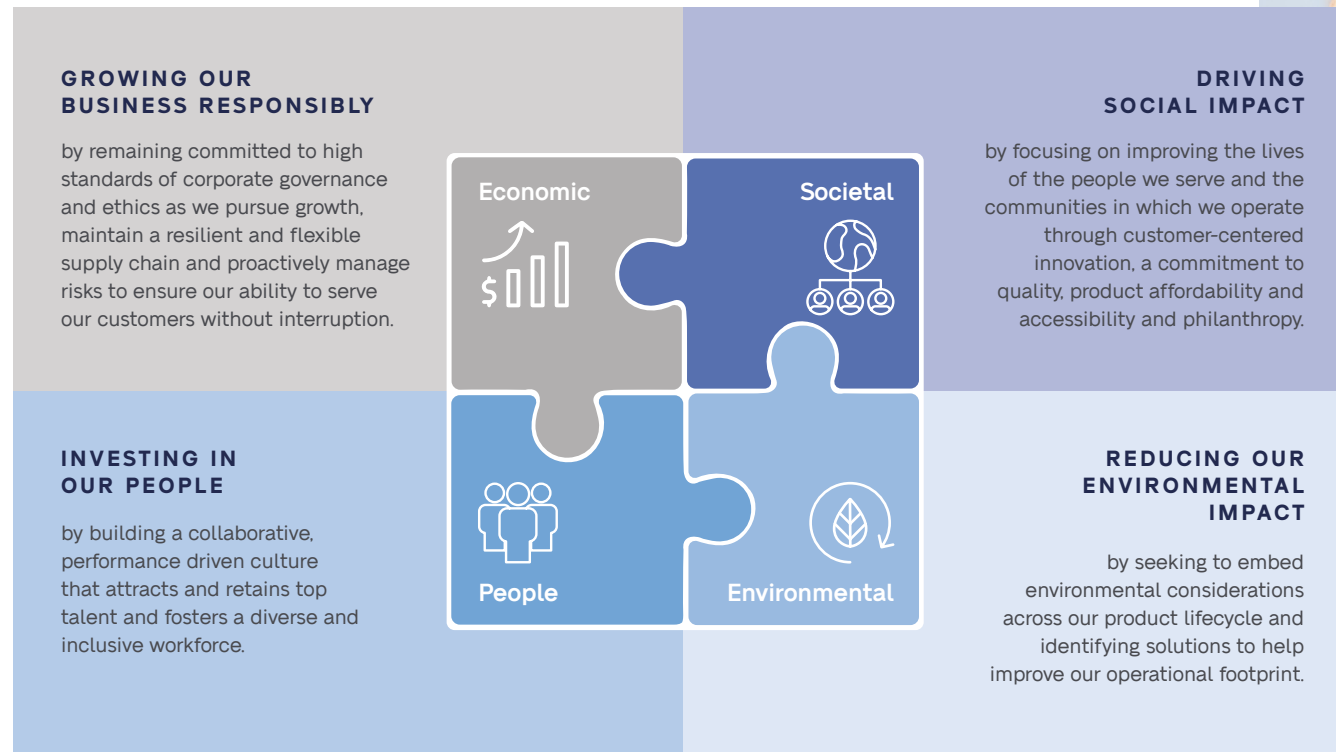
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Approach to Corporate Responsibility

METHODOLOGY AND ALIGNMENT WITH OUR CORPORATE STRATEGY

Haemonetics' Corporate Responsibility programs and practices inform our corporate strategy and support our Purpose as we strive to drive greater possibilities and meaningfully advance healthcare. Our long-range corporate goals target transformational growth, diversification and sustainability in our business. These goals are rooted in the corporate strategy upon which our industry leadership has been built: to compete in winning segments and geographies, to achieve leading positions in the markets we compete and to deliver superior short- and long-term operating performance. **How we do this work is equally important.**

We are committed to taking the necessary steps across all parts of our business to ensure the long-term health and success of our company, our colleagues, our customers and our communities. Haemonetics' Corporate Responsibility framework augments our corporate strategy by proactively identifying and managing the environmental, social and governance, or "ESG", risks and opportunities relevant to our company and those we serve across four sustainability pillars, as represented in the graphic below:



To learn more about Haemonetics' corporate strategy and long-range corporate goals, visit our [Investor Relations](http://www.haemonetics.com) page at www.haemonetics.com.

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MATERIALITY¹

Beginning in fiscal 2021, our Executive Leadership Team organized a cross-functional group of Haemonetics leaders to identify material ESG disclosure topics for Haemonetics and/or our key stakeholders — including shareholders, customers and employees — in anticipation of publishing our first Corporate Responsibility Report. This process included:

- Analyzing Corporate Responsibility reporting standards, frameworks and ESG rating agency methodologies;
- Engaging a third-party ESG advisor to conduct interviews with senior subject-matter experts in our Human Resources, R&D, Quality, Global Manufacturing and Supply Chain, Finance and Legal functions and to help inventory ESG topics identified;
- Soliciting investor perspectives during our annual shareholder outreach on ESG topics of interest for prospective disclosure in our inaugural Corporate Responsibility Report (for more information, see [“Corporate Governance and Shareholder Practices”](#) beginning on page 9);
- Evaluating common customer inquiries on ESG-related topics;
- Reviewing topics identified through our annual enterprise risk management process led by our Global Internal Audit function; and
- Benchmarking our Corporate Responsibility programs and practices against leading medical device and non-industry companies.

Our insights from this process, coupled with meaningful review and feedback from our Executive Leadership Team, helped us to identify 21 ESG topics as relevant for disclosure in this inaugural report and which we list below within our Corporate Responsibility framework:

<p>GROWING OUR BUSINESS RESPONSIBLY</p> <p>Corporate Governance and Shareholder Practices</p> <p>Our Board of Directors</p> <p>Ethics and Compliance</p> <p>Anti-Bribery and Anti-Corruption</p> <p>Marketing and Sales Practices</p> <p>Human Rights</p> <p>Political Spending</p>	<p>INVESTING IN OUR PEOPLE</p> <p>Talent Attraction and Retention</p> <p>Employee Engagement</p> <p>Diversity Equity and Inclusion</p> <p>Employee Well-Being</p> <p>Occupational Health and Safety</p>	<p>DRIVING SOCIAL IMPACT</p> <p>Technology and Innovation</p> <p>Product Affordability and Accessibility</p> <p>Product Quality and Safety</p> <p>Cybersecurity and Data Protection</p> <p>Supply Chain Responsibility</p> <p>Philanthropy</p>	<p>REDUCE OUR ENVIRONMENTAL IMPACT</p> <p>Climate Risk and Resilience</p> <p>Operational Footprint</p> <p>Product Stewardship</p>
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¹ Throughout this report, we use the GRI definition of materiality in order to identify and prioritize ESG topics for Haemonetics. This standard is different from the definition and concept of materiality within the securities laws that we use to assess, among other things, required disclosure in SEC filings. ESG topics identified as “material” for purposes of this report may not be considered material to Haemonetics as a whole, including for SEC reporting purposes.

We are committed to integrating these topics into our business operations. We will continue to engage with stakeholders and refine our materiality assessment in order to ensure that we are addressing ESG topics that matter to our business and/or stakeholders.

Growing Our Business Responsibly

Guided by our Values, we seek to drive greater possibilities in healthcare with integrity and a commitment to doing what is right. We hold ourselves accountable to high standards of governance and ethics and observe the laws and regulations that apply to our products and services around the world.

Corporate Governance and Shareholder Practices

We are committed to high standards in corporate governance and creating a corporate governance environment that supports the long-term success of our company. The Governance and Compliance Committee of our Board of Directors (the "Board") oversees Haemonetics' corporate governance practices and reviews corporate governance matters with management at least quarterly, including for alignment with emerging regulations and best practices. The Committee considers and makes recommendations to the Board concerning corporate governance issues as well as public issues having broad social significance and/or relating to the company's conduct as a responsible corporate citizen. Our strong Board and shareholder governance practices include:



BOARD PRACTICES

- ✓ Independent Board Chair and directors (other than CEO)
- ✓ Committees consist solely of independent directors
- ✓ Annual election of directors
- ✓ Regular executive sessions of independent directors
- ✓ Board oversight of risk management and compliance
- ✓ Annual Board/Committee evaluations, including Board member peer review beginning in fiscal 2023

SHAREHOLDER PRACTICES

- ✓ Transparent and active shareholder engagement (outreach to over 52% of shares outstanding since fiscal 2019)
- ✓ Annual say on pay advisory vote, with over 94% approval in each of the last eight years
- ✓ Majority voting provisions in Charter and By-Laws
- ✓ Shareholder right to call special meetings
- ✓ Director resignation policy if a director does not obtain a majority of the votes cast in an uncontested election
- ✓ No shareholder rights plan (i.e., a "poison pill")

Haemonetics is committed to transparent and active engagement with its shareholders. Members of senior management meet with shareholders on an ongoing basis to discuss the company's business fundamentals, performance and long-term outlook. Our Board also proactively engages with shareholders on governance and executive compensation matters and other topics of shareholder interest. During the fall and winter of fiscal 2022, our Board Chair (who also chairs our Governance and Compliance Committee) and Compensation Committee Chair offered meetings to nine of our largest shareholders that collectively held over 52% of our outstanding shares. Together with leaders from our Legal and Investor Relations teams, these Board members met in January 2022 with shareholders representing approximately 30% of shares outstanding to discuss, among other topics, Haemonetics' corporate strategy and performance, board diversity and refreshment, executive compensation and Corporate Responsibility. We specifically solicited shareholder feedback on ESG topics of interest for inclusion in our inaugural Corporate Responsibility Report and these topics were included in our materiality assessment.

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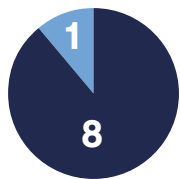
Our Board of Directors

We believe good governance starts with the Board. Our Board of Directors oversees, directs and counsels senior management in conducting the business in the long-term interests of the company and its shareholders. The Board maintains four standing committees to assist the Board in its various oversight functions: Audit, Compensation, Governance and Compliance and Technology. The Board has adopted Principles of Corporate Governance and charters for each of its four standing committees that articulate their respective roles and responsibilities, links to which are available on our website at www.haemonetics.com and in this report.

BOARD COMPOSITION AND DIVERSITY

The Governance and Compliance Committee is responsible for reviewing and assessing at least annually the appropriate skills, experience and backgrounds that should be reflected in the composition of the Board and its standing committees, including diversity with respect to age, gender, race, ethnicity and experience in aspects of business or technology relevant to the company's business. These steps – which are outlined in the Committee's Charter and our Principles of Corporate Governance – are intended to ensure that Haemonetics continues to create and sustain a Board that can support and effectively oversee the company's business. The experience, expertise and diversity represented by the Board as a collective body allows the Board to lead Haemonetics in a manner that serves its shareholders' interests appropriately. The Governance and Compliance Committee believes that the independent directors on our Board have an effective mix of experience, qualifications, attributes and skills that are important to our business.

INDEPENDENCE¹

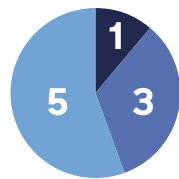


- Independent
- Non-independent

8/9

Independent directors
(Including Board Chair)

DIVERSITY¹



- Racially or ethnically diverse (male)
- Gender diverse
- White (male)

4

Gender or racially/
ethnically diverse directors

BOARD REFRESHMENT¹



5

New directors
since fiscal 2017



5

Retired directors
since fiscal 2017

AVERAGE DIRECTOR AGE¹

67.0
years

AVERAGE DIRECTOR TENURE¹

6.2
years

Board of Directors

FOUR STANDING COMMITTEES

Audit

Compensation

Governance and
Compliance

Technology

LINKS TO BOARD GOVERNANCE DOCUMENTS

[Principles of Corporate Governance](#)

[Audit Committee Charter](#)

[Compensation Committee Charter](#)

[Governance and Compliance Committee Charter](#)

[Technology Committee Charter](#)

For more information on our Board and standing committees, see our [2022 proxy statement](#).

¹ Measured as of December 31, 2022.

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BOARD'S ROLE IN RISK MANAGEMENT

Among its other oversight responsibilities, the Board oversees Haemonetics' enterprise-wide approach to risk management. Our management team is responsible for managing risk on a day-to-day basis and for bringing to the Board's attention material risks facing the company. The Board focuses on the quality and scope of Haemonetics' risk management strategies and considers the most significant areas of risk inherent in the company's business strategies and operations as well as the steps that management is taking to mitigate those risks. Additionally, Board committees consider discrete categories of risk relating to their respective areas of responsibility. All committees report to the full Board as appropriate, including when a matter rises to the level of a material or enterprise-level risk. Senior management has overall responsibility for Haemonetics' risk management approach. This responsibility includes identifying, evaluating and addressing potential risks that may exist at the enterprise, strategic, financial, operational, compliance and reporting levels. Haemonetics' Global Internal Audit function, which reports regularly to the Audit Committee, serves as the primary monitoring and testing function for compliance with company-wide policies and procedures. We believe that the division of risk management responsibilities described above constitutes an effective program for addressing the risks inherent in the operation of our company and the achievement of our business objectives.

BOARD'S ROLE IN CORPORATE RESPONSIBILITY GOVERNANCE

The Board recognizes the linkage between Corporate Responsibility and Haemonetics' corporate strategy, and ESG topics are analyzed from a risk perspective within our broader enterprise risk management framework outlined above. As discussed elsewhere in this report, our standing Board committees also evaluate certain ESG-related risks and opportunities as part of their regular oversight functions. Our Governance and Compliance Committee receives periodic reports from management on our Corporate Responsibility performance ratings as well as our external Corporate Responsibility reporting process.

Ethics and Compliance

At Haemonetics, we believe in earning success ethically and are committed to upholding the laws and regulations that apply to our business products and services around the world. "Act with Integrity" is the cornerstone of Haemonetics' "Code of Conduct" (the "Code of Conduct" or "Code"), which sets the standard for how we operate at Haemonetics and is a manifestation of the Values that unite us across our business. We expect our suppliers, distributors, vendors and other third parties working on our behalf to share our commitment to the same high standards.

RESPONSIBILITY AND OVERSIGHT

Our Global Compliance team, under the leadership of our Chief Compliance Officer, has day-to-day responsibility for administering our Code and collaborates across the company to monitor compliance by our employees and third-party partners with various Haemonetics policies and applicable laws relating to, among other topics, anti-bribery and anti-corruption and marketing and sales practices involving health care professionals ("HCPs"). The Chief Compliance Officer reports at least quarterly to the Governance and Compliance Committee on our compliance and ethics programs – including regulatory developments, hotline reporting, audit findings and compliance investigations – and to the Audit Committee as needed.



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CODE OF CONDUCT

Our Code defines how we operate at Haemonetics. It provides clear, principles-based guidelines across a broad range of topics to help our employees and third-party partners understand what is expected of them and how to make decisions that maintain Haemonetics' ethical standards and protect our reputation. Our Code also directs readers to underlying Haemonetics policies as applicable. Links to our Code and translations are available on our website at www.haemonetics.com and in this report.

- Training** – All Haemonetics employees and temporary employees are required to read and understand our Code. We provide annual Code of Conduct training to employees and we maintain processes to help our distributors, suppliers and other third-party partners understand the requirements of our Code (for more information, see "Anti-Bribery and Anti-Corruption" beginning on page 13 and "Supply Chain Responsibility" beginning on page 29).
- Reporting Concerns** – Our employees and third-party partners have a responsibility to report actual or suspected violations of the Code. Haemonetics offers multiple resources if individuals have questions or wish to report a concern, including the Haemonetics Integrity Helpline. The Integrity Helpline is available 24 hours a day, seven days a week by phone or online and is operated by an independent third party. The Integrity Helpline takes calls in most languages and offers the possibility to remain anonymous (except in the rare cases where local law prohibits it).
- Non-Retaliation Policy** – Our Code and Reporting and Anti-Retaliation Policy prohibit retaliation against any employee who reports good-faith work concerns under our Code or cooperates with an investigation or legal proceeding regarding such concerns.

SELECT INDUSTRY MEMBERSHIPS

We collaborate with trade associations worldwide to help further our commitments to high ethical standards and Corporate Responsibility. Haemonetics is a member of the Advanced Medical Technology Association ("AdvaMed") and MedTech Europe, among other associations. We embrace AdvaMed's Code of Ethics on Interactions with Healthcare Professionals as well as the MedTech Europe Code of Ethical Business Practices.

Some of the national and regional trade associations in which Haemonetics participates include:

The Advanced Medical Technology Association (AdvaMed)

of which our Chief Executive Officer serves on the board of directors

The Blood Transfusion Association

of which we are a founding member

The Massachusetts Medical Device Industry Council (MassMEDIC)

of which our General Counsel serves on the board of directors

MedTech Europe

The Plasma Protein Therapeutics Association (PPTA)

LINKS TO CODE OF CONDUCT TRANSLATIONS:

[Chinese](#)

[German](#)

[Malay](#)

[English](#)

[Italian](#)

[Russian](#)

[French](#)

[Japanese](#)

[Spanish](#)

METHODS HIGHLIGHTED IN CODE FOR REPORTING CONCERNS



22

Ethics and compliance topics addressed in our Code

98%

Of global employees completed annual Code of Conduct training in fiscal 2022

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Anti-Bribery and Anti-Corruption

At Haemonetics, we are committed to complying with anti-bribery and anti-corruption laws wherever we operate and expect any third parties we work with to do the same. Our Code of Conduct outlines these obligations, and we maintain an underlying Global Anti-Bribery/Anti-Corruption (“AB/AC”) Policy that applies to all employees of Haemonetics and third-party partners acting on our behalf, including suppliers, sales agents and distributors.

Our AB/AC Policy stipulates Haemonetics’ zero-tolerance policy prohibiting all forms of bribery and facilitation payments, including to government officials (“GOs”), HCPs and other individuals. The AB/AC Policy defines each of these terms and communicates specific restrictions across various types of interactions. Haemonetics trains both internal and external stakeholders on our Code and AB/AC Policy to make them aware of common types of interactions with GOs and HCPs that can introduce the risk of bribery and corruption and rules that must be followed to avoid issues.

Haemonetics requires that its employees and third-party partners report suspected violations of the law, regulations or our AB/AC policy immediately. Our Code and AB/AC Policy outline multiple resources available if such persons have questions or want to report potential misconduct or other ethical concerns, including Haemonetics’ Integrity Helpline (for more information, see “Ethics and Compliance” beginning on page 11).

Marketing and Sales Practices

We are committed to integrity in our marketing and sales practices. We also recognize that positive and productive long-term interactions with HCPs are essential to our Mission of developing innovative technologies and services that advance the standard of care, to educating others on their safe and effective use, and to ensuring the best clinical outcome for customers, patients and donors. Our Code and applicable policies emphasize the importance of promoting our products honestly and transparently for on-label indications only and maintaining ethical partnerships with HCPs.

In addition to our annual Code of Conduct and AB/AC Policy training requirements, all customer-facing employees must complete a separate online training annually that addresses compliance expectations and responsibilities of Haemonetics employees with respect to engagement with HCPs and healthcare organizations, including guidelines on ethical promotional interactions such as handling off-label questions appropriately and only marketing or promoting our products for on-label uses.

For additional information, see “[Disclosure Index](#)” beginning on page 35.

ALL

Permanent Haemonetics employees globally required to complete annual AB/AC Policy training

ALL

Haemonetics distributors required to complete AB/AC Policy training when initially approved and at periodic renewal intervals (generally once every three years)

24/7

Third-party maintained Integrity Helpline available in multiple languages for questions or reporting concerns

For additional information, see “[Disclosure Index](#)” beginning on page 35.



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Human Rights

As outlined in our Code, Haemonetics is committed to conducting business in a manner that respects human rights and to preventing modern slavery and human trafficking in our business and supply chain. Our [Global Anti-Human Trafficking Policy](#) articulates in detail our commitment to a work environment that is free from slavery and human trafficking — including forced labor and unlawful child labor — and it prohibits Haemonetics employees, suppliers, distributors and other third-party partners from engaging in slavery or human trafficking activities. These activities include, but are not limited to, engaging in sex trafficking, procuring commercial sex acts, using force, fraud, or coercion to subject a person to involuntary servitude, obtaining labor from a person by threats of serious harm to that person or another person or engaging in any other practices related to trafficking in persons.

Haemonetics maintains processes to help employees and third-party partners understand our human rights policies, discuss human rights concerns, report suspected failures and take necessary remedial actions, including:

- **Training** - As part of our annual Code of Conduct training, employees are required to complete a standalone module on human trafficking and slavery. The training module defines modern slavery and human trafficking, identifies potential warning signs and articulates ways employees can help combat modern slavery and human trafficking and report suspected violations in accordance with our Code and Global Anti-Human Trafficking Policy. For our global distributors, Haemonetics periodically conducts trainings that address their obligations generally to comply with our Code. During fiscal 2022, Haemonetics also published an [Expectations for Suppliers](#) statement that, among other things, reinforces our expectation that suppliers comply with the guidelines set forth in our Global Anti-Human Trafficking Policy (for more information, see ["Supply Chain Responsibility"](#) beginning on page 29).
- **Diligence** - For our own operations, including our manufacturing and distribution facilities, Haemonetics maintains programs and procedures that foster a culture of compliance with our Code, our Global Anti-Human Trafficking Policy and the law. We conduct due diligence on all third-party distributors which involves reputational background checks and screenings to assess, among other things, the distributor's efforts to assure that human trafficking and slavery do not exist in its operations and supply chain. Within our supply chain, Haemonetics targets completion of quality audits (either in person or virtually) of approximately one third of our direct suppliers annually. We recognize that our highest risk distributors and suppliers for purposes of human trafficking and slavery are likely to be found in countries and industries cited for having the highest prevalence of modern slavery and human trafficking violations.
- **Reporting Concerns** - Our employees, vendors and any third parties who work on Haemonetics' behalf have a responsibility to speak up if they see or suspect a violation of the law or Haemonetics policies with respect to human trafficking and slavery. Our Code and Global Anti-Human Trafficking Policy outline multiple resources available if such persons have questions or want to report a concern, including Haemonetics' Integrity Helpline. For more information, see ["Ethics and Compliance"](#) beginning on page 11.

Political Spending

Haemonetics does not currently make political campaign contributions. Any political campaign contribution proposed to be made by Haemonetics must be approved by our Chief Executive Officer and Chief Financial Officer. Haemonetics maintains an employee-based, voluntary, non-partisan political action committee ("PAC") administratively but the PAC is not active.



\$0

Political campaign
contributions by Haemonetics
and its PAC in fiscal 2022

Investing in Our People

We invest in our people to sustain our leadership in the markets we serve and to distinguish Haemonetics as a company that attracts and retains the very best talent. Guided by our Mission, we seek to foster a diverse workforce and an inclusive culture in which all employees are empowered to bring their best ideas to help solve problems and to fuel innovation.

Our Chief Human Resources Officer, in consultation with our Executive Leadership Team, has day-to-day responsibility for human capital management at Haemonetics. The Chief Human Resources Officer is a member of our Executive Leadership Team and reports directly to our Chief Executive Officer. The Chief Human Resources Officer reports to the Compensation Committee regularly on progress against our human capital strategy, including with respect to talent attraction and retention, employee engagement, diversity, equity and inclusion and employee well-being.

Talent Attraction and Retention

We are committed to building a collaborative, performance-driven culture that attracts and retains top talent. As of April 2, 2022, we employed the full-time equivalent of 2,821 persons, with approximately 78% located in the Americas and the remaining 22% located across 19 different countries.

In our industry, there is substantial competition for key personnel in the regions in which we operate. Recruiting, developing, engaging and retaining talented employees is critical to both our strategy and our ability to compete effectively in the markets we serve.

Our talent strategy focuses on a complementary set of initiatives designed to support our transformational growth goals and secure top talent, including:

- Continuous talent development, training and succession planning;
- Regular engagement with employees;
- Purposeful actions to foster diversity, equity and inclusion;
- Competitive compensation and flexible benefits offerings to help our employees and their families thrive; and
- Policies and practices to promote employee health and safety.

We believe these initiatives help us attract the talent we need and foster a culture where employees feel engaged, included and valued in helping **to make our work matter** for the customers, patients and donors who depend on us. We discuss each of these initiatives in more detail below.



FISCAL 2022 EMPLOYEE DEMOGRAPHIC DATA¹

Total number of employees	2,850
Total number of full-time equivalent employees	2,821
Total number of part-time equivalent employees	29
PERCENTAGE OF EMPLOYEES BY REGION	
Americas	78%
Asia Pacific ("APAC")	15%
Europe, the Middle East and Africa ("EMEA")	8%

¹ Measured as of April 2, 2022. Cases where percentages do not add up to 100% due to rounding. All temporary employees have been excluded from the data.

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EXECUTIVE LEADERSHIP TEAM



Christopher A. Simon
President and Chief Executive Officer



Michelle L. Basil
Executive Vice President, General Counsel



James C. D'Arecca*
Executive Vice President, Chief Financial Officer



Kerri DiPietro
Senior Vice President, Global Quality Assurance



Roy Galvin*
President, Global Plasma and Blood Center



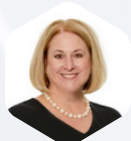
Jan Hartmann*
Senior Vice President, Chief Medical Officer



Anila Lingamneni
Executive Vice President, Chief Technology Officer



Josep L. Llorens
Executive Vice President, Global Manufacturing and Supply Chain



Laurie Miller
Senior Vice President, Chief Human Resources Officer



Stewart W. Strong
President, Global Hospital



Rajeev Varma*
Senior Vice President, Strategy and Corporate Development

* Joined Haemonetics and/or became a member of the Executive Leadership Team after the end of fiscal 2022.

LEADERSHIP AND SUCCESSION

At Haemonetics, our Executive Leadership Team drives our corporate strategy and organizational capabilities. Under the leadership of our Chief Executive Officer, the Executive Leadership Team works collaboratively to help set Haemonetics' short- and long-term strategic priorities and manage their teams' successful execution against these priorities. Haemonetics also maintains a cross-functional Global Leadership Team comprised of approximately 80 worldwide leaders below the Executive Leadership Team level. Among other things, the Global Leadership Team helps us to cultivate a pipeline of future senior leaders and provides a valuable communication channel to reinforce our Purpose, Mission, Values and strategic priorities with the broader organization.

We dedicate meaningful time and resources to our talent review and succession planning processes at the Executive Leadership Team level and below. Pursuant to our Principles of Corporate Governance, the Board plans for succession to the position of Chief Executive Officer as well as other positions on the Executive Leadership Team.

To assist the Board, the Chief Executive Officer annually provides the Board with an assessment of our senior leaders and their potential to succeed him. The Chief Executive Officer also provides the Board with an assessment of persons considered potential successors to certain senior management positions on the Executive Leadership Team.

PERFORMANCE MANAGEMENT

We maintain a robust performance management review process for our permanent employees below the Executive Leadership Team level to help develop talent and ensure alignment of goals at every level of our organization. This process is generally facilitated through our electronic human capital management platform and includes:

- **Goal-Setting:** Employees work closely with their managers to set performance goals for the fiscal year that are challenging and align with our strategic priorities.
- **Mid-Year Review Process:** Colleagues and managers meet at the mid-point of each fiscal year to review how goals are progressing and how priorities may have changed and to discuss personal development goals.
- **Year-End Review Process:** Our year-end talent review and performance calibration process is led by our Executive Leadership Team and guides determinations on individual achievement against compensation-linked performance goals and career advancement opportunities. Managers provide meaningful coaching and feedback to their reports as part of this process.

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TALENT DEVELOPMENT

We offer a variety of programs and resources designed to facilitate our employees' career development, training and networking opportunities, including:

- **Individual Development Planning** – As part of our performance review process discussed above, we encourage our employees at all levels to define their own development goals in consultation with their managers. Managers provide their reports with coaching and feedback to help encourage proactive steps toward reaching their developmental goals.
- **Management Development** – We lead dedicated manager quality development exercises throughout the year focused on developing core leadership competencies, including performance management training, coaching, feedback and building trust. These trainings occur through our internal learning management platform as well as third-party programs that target critical manager skills.
- **Training** – We provide ongoing training to employees in order to further their development, strengthen our culture and drive compliance and quality across the organization. In fiscal 2020, we launched HLearn, our next-generation learning management platform for internal training. HLearn provides employees with a user-friendly online interface and dynamic internal training content designed to satisfy our global training compliance goals and reinforce key Values reflected in our Code. The platform also features an enhanced learning library that offers professional, technical and critical leadership skills along with tailored content based on employees' individual interests and learning preferences. In addition to HLearn, we provide on-site improvement training for our plant workers and other employees throughout the year focused on skills relevant to their day-to-day responsibilities.
- **Tuition Assistance** – Haemonetics encourages employees to advance their educational qualifications in areas that enable them to improve their job performance and professional development. In addition to the training programs provided by Haemonetics, we maintain tuition reimbursement programs that provide eligible U.S. and Canadian employees with the opportunity to be reimbursed (up to a set dollar limit) for tuition and certain other expenses associated with degree programs, certifications and continuing education courses that relate to their work at Haemonetics.
- **Recognition** — Haemonetics regularly spotlights important work being done by our employees during the fiscal year, including a weekly "Make It Matter Moments" recognition series. This program is based on peer nominations and allows employees to spotlight colleagues across the organization who personify Haemonetics' Values and advance our Purpose.



14,000+

Training courses available in HLearn in fiscal 2022

24,000+

Total training hours logged in HLearn in fiscal 2022



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Employee Engagement

We sustain our collaborative, performance-driven culture through regular engagement with employees.

Our Executive Leadership Team holds quarterly Town Halls with our global workforce to reiterate strategic priorities, provide business updates, recognize employee contributions and answer questions from employees. Between Town Hall meetings, our executives also participate in a “Leadership Spotlight Series” hosted on our internal website where executives have the opportunity to share key information and perspectives and highlight our Values. Haemonetics’ Global Leadership Team also meets collectively with the Executive Leadership Team each quarter to discuss our execution against strategic priorities, contribute ideas and help cascade messages to their teams.



SPOTLIGHT: EMPLOYEE ENGAGEMENT SURVEY

We conduct an annual company-wide engagement survey to solicit employee feedback on a range of topics relating to job performance, leadership, development opportunities, career advancement and ways to enhance our work environment. Thoughtful, diverse and widespread employee participation in this survey affords Haemonetics a unique opportunity to listen and respond to the needs and wishes of our global workforce. We are proud to have had at least 90% of our employees participate in the survey each year since 2018 and to have earned our employees’ confidence that their feedback will result in action.

The results of our employee engagement surveys are shared across the organization and inform both company-sponsored initiatives and shared action plans between managers and direct reports. Management also reports to the Compensation Committee on the results of our annual engagement surveys and progress against our corresponding company-sponsored initiatives and shared action plans.

In calendar 2023, we expect to expand our ongoing strategic listening approach with short pulse surveys throughout the year that will allow us to receive real-time employee feedback and take prompt action as needed to enhance our talent attraction and retention capabilities.

FISCAL 2022 EMPLOYEE ENGAGEMENT SURVEY

97%

Global employee participation in
fiscal 2022 employee engagement survey

3 out of 4

Employees surveyed believe their
feedback will result in action

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Diversity, Equity and Inclusion

The diversity of our teams and their ideas helps build our culture and strengthens our ability to make our work matter. We are committed to providing an inclusive environment where everyone has the opportunity to thrive.

DEI STRATEGY

In 2022, we focused attention and purposeful investments on developing our diversity, equity and inclusion (“DEI”) programs and practices. We have identified and implemented the following actions, among others:

- Require representative candidate slates for Vice President and above employee requisitions;
- Perform regular market checks to support pay competitiveness and parity and update cadence of periodic pay equity analyses to support internal efforts;
- Encourage company-sponsored Colleague Resource Groups (see “[Colleague Resource Groups](#)” beginning on page 21);
- Maintain partnerships with networking organizations and recruitment platforms and partners that focus on diversity candidates;
- Invest in our internship programs as vehicles for building early-career, inclusive talent pipelines; and
- Maintain a dynamic [Careers](#) page on our website at www.haemonetics.com.

Haemonetics is a member of the Healthcare Businesswomen’s Association and we embrace their mission of furthering the advancement of women in healthcare. We are also proud that two women on our Global Leadership Team have been recognized by the Healthcare Businesswomen’s Association as “Rising Stars” in 2021 and 2022. We are pleased that The Boston Club’s 2022 Census of Women Directors and Executive Officers recognized Haemonetics as one of only nine surveyed Massachusetts public companies with at least three women directors and three women executive officers. As we continue regular succession planning and develop our next generation of leaders, Haemonetics’ strategic talent priorities will include an increased focus on representation of women and racially/ethnically diverse employees in leadership roles. Leveraging insights from our DEI efforts in calendar 2022, we plan to develop a multi-year DEI roadmap beginning in calendar 2023 that will identify programmatic goals and purposeful actions to execute on the strategy.

Please refer to page 20 below for certain employee diversity data for fiscal 2022. We have also made available our most recently filed [U.S. Federal Employment Information \(EEO-1\) report](#) for calendar year 2021 on our website at www.haemonetics.com, which is based on our U.S. workforce population at the end of December 2021. While we make the EEO-1 report publicly available, we believe our 2022 Corporate Responsibility Report provides a more comprehensive view of our DEI programs, progress and aspirations. For additional information regarding diversity on our Board of Directors, see “[Our Board of Directors](#)” beginning on page 10.

Haemonetics is an equal opportunity employer. For more information, see our [Equal Employment Opportunity and Affirmative Action Policy Statement](#).



19%

Racially or ethnically diverse U.S. new hires in fiscal 2022

WOMEN IN OUR GLOBAL LEADERSHIP FOR FISCAL 2022

Board of Directors

33%

Women

Executive Leadership Team

50%

Women

Manager+ ¹

32%

Women

¹ Includes all employees with the title-equivalent of director or above (excluding members of the Executive Leadership Team) or whose role otherwise includes direct supervision of employees.

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FISCAL 2022 EMPLOYEE DIVERSITY DATA¹

Percentage of racial or ethnic diversity in the U.S. ²	23%
Percentage of women globally ³	52%

PERCENTAGE OF RACIAL OR ETHNIC DIVERSITY BY CATEGORY IN U.S.²

Board of Directors ⁴	11%
Executive Leadership Team	13%
Manager+ ⁵	14%
Staff	25%

DIVERSITY OF NEW HIRES

Racially or ethnically diverse hires (U.S.) ²	19%
Female hires (U.S.) ³	43%
Female hires (Global) ³	72%

PERCENTAGE OF GENDER DIVERSITY BY CATEGORY GLOBALLY³

Board of Directors ⁴	
Female	33%
Male	67%

Executive Leadership Team

Female	50%
Male	50%

Manager+⁵

Female	32%
Male	68%

Staff

Female	55%
Male	45%

PERCENTAGE OF AGE DIVERSITY BY CATEGORY GLOBALLY³

Board of Directors⁴

Baby Boomers (1946–1964)	100%
Generation X (1965–1980)	0%
Generation Y (1981–1996)	0%
Generation Z (1997 and onwards)	0%

Executive Leadership Team

Baby Boomers (1946–1964)	25%
Generation X (1965–1980)	75%
Generation Y (1981–1996)	0%
Generation Z (1997 and onwards)	0%

Manager+⁵

Baby Boomers (1946–1964)	14%
Generation X (1965–1980)	55%
Generation Y (1981–1996)	31%
Generation Z (1997 and onwards)	0%

Staff

Baby Boomers (1946–1964)	8%
Generation X (1965–1980)	33%
Generation Y (1981–1996)	47%
Generation Z (1997 and onwards)	13%



¹ Measured as of April 2, 2022. Cases where percentages do not add to 100% due to rounding. All temporary employees have been excluded from the data.

² Racially or ethnically diverse employees include all U.S. employees who have self-identified as African American/Black, Asian, Hispanic/Latino, American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander or two or more races. 86% of U.S. employees as of April 2, 2022 self-identified a race or ethnicity.

³ Gender includes all employees in the U.S. or globally (as applicable) where gender is identified. All global employees as of April 2, 2022 self-identified a gender.

⁴ Board of Directors includes all nine members of our Board, eight of whom are independent, non-employee directors. For more information, see "Our Board of Directors" beginning on page 10.

⁵ Manager+ includes all employees with the title-equivalent of director or above (excluding members of the Executive Leadership Team) or whose role otherwise includes direct supervision of employees.

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DEI TRAINING

Haemonetics is committed to maintaining an inclusive workplace that highlights mutual respect and fairness, and each of our employees has a responsibility to promote these principles in our culture. Our Code of Conduct specifically addresses Haemonetics' policies and practices to foster diversity and inclusion and to strictly prohibit harassment and discrimination in our workplace. Our company-wide annual Code of Conduct training also includes a specific module that trains employees on how to promote an inclusive culture and to help identify and prevent unlawful discrimination. Additionally, we require all permanent employees to complete standalone anti-harassment and anti-discrimination training at least annually.

PAY EQUITY AND TRANSPARENCY

We take steps at Haemonetics to ensure consistent and fair pay practices. Working with third-party experts, our Human Resources team regularly benchmarks salaries and conducts periodic pay analyses to help ensure proactive, sustained pay parity.

Haemonetics will not discharge or in any manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or (subject to certain exceptions) the pay of another employee or applicant. For more information, please refer to Haemonetics' [Statement on Pay Transparency](#) available on our website at www.haemonetics.com.

COLLEAGUE RESOURCE GROUPS

Haemonetics maintains company-sponsored Colleague Resource Groups ("CRGs") to foster a diverse, engaged and empowered workforce. Each CRG is overseen by one or more executive sponsors and led by employees from all levels and areas of the organization. CRGs are designed to provide a forum for employees with shared affinities to connect, advance business priorities and drive talent strategies with an inclusive focus. Examples of our current CRGs include:

- Women's Initiative Network ("WIN")
- Veterans
- LGBTQ+
- Environment and Sustainability

Our CRGs hosted numerous networking and educational events during calendar 2022. These included a WIN panel titled "Women in Leadership: Achieving an Equal Future in a COVID-19 World" and a webinar interview hosted by our Veterans CRG with Christopher A. Simon, Haemonetics' President and Chief Executive Officer. Mr. Simon, a former U.S. Army Ranger and executive sponsor of our Veterans CRG, shared with the organization how his experiences in the military helped shape his career. We will continue to encourage employee participation in company-sponsored CRGs to further our culture of learning and inclusion.

Pictured Below: Members of our Women's Initiative Network in attendance at the Greater Boston Chamber of Commerce's Pinnacle Awards honoring women leaders in business.



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Employee Well-Being

We offer compensation opportunities and benefits that are designed to attract, retain and motivate exceptional employees and drive both individual and company performance. Our Human Resources team reviews our compensation practices against the markets where we compete on a regular basis to ensure we are able to attract and retain top talent.

COMPENSATION

Haemonetics provides market-competitive base pay to compensate individuals for technical competencies required for their position and to help provide economic security. In addition to base salary, most of our employees have variable components to their compensation that are tied to achievement of corporate and individual performance goals, the fluctuations of our stock price, or a combination of both. We believe this approach fosters a pay-for-performance culture and, in the case of equity awards, helps to align the interests of employees and shareholders and promote a long-term shareholder perspective. Representatives of our Human Resources team conduct an annual risk assessment of Haemonetics' compensation programs and the findings are reviewed with the Compensation Committee. For fiscal 2022, the Compensation Committee agreed with management's conclusion that Haemonetics' compensation programs are designed with the appropriate balance of risk and reward in relation to Haemonetics' overall business strategy and do not create risk that is reasonably likely to have a material adverse effect on the company.

BENEFITS¹

We offer a comprehensive package of global benefits to support the health and well-being of our employees and their families. Haemonetics' benefit offerings for full-time employees typically include:

Medical, dental and vision insurance	Life and disability insurance	Paid time off, paid family leave and other leave of absence benefits	Retirement savings plan	Employee stock purchase plan, for eligible participants	Childcare, fitness and wellness programs	Outplacement services, in accordance with our U.S. Employee Severance Plan
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We continually introduce new and enhanced benefits offerings to meet the evolving needs of our workforce and to remain competitive in local markets. In calendar 2022 we expanded our benefits to include, among other programs:

- Hybrid Work Model:** Even before the COVID-19 pandemic, we embraced a flexible work environment to accommodate both in-person attendance and remote collaboration. We have committed to maintaining a hybrid work environment for our corporate offices in the U.S. and certain other jurisdictions, allowing colleagues to continue to have workplace flexibility while enabling the opportunity to come together and collaborate in person.
- Enhanced Critical Healthcare Services Access:** We expanded our travel and lodging lifetime maximum reimbursement to help ensure access to critical healthcare services for our U.S. employees.
- U.S. Flexible Time-Off Policy:** We believe time off is critical to our employees' well-being and announced in 2022 that we would transition to a flexible vacation model for U.S. salaried employees beginning in January 2023. As a result, these employees are no longer limited to a set number of paid days off per year and have more flexibility to take time off when they want or need.
- Employee Assistance Program:** We introduced a new behavioral health services program that offers 24/7 emotional well-being and work-life balance resources by licensed clinicians/counselors for our worldwide employees and family members. Employees do not need to be enrolled in a Haemonetics health plan to take advantage of this service.

For additional information on our executive compensation philosophy, participants in the compensation setting process and fiscal 2022 compensation for our named executive officers, please refer to the Compensation Discussion and Analysis in our [2022 proxy statement](#).



¹ Benefits and eligibility may vary by country.

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Occupational Health and Safety

We believe that providing a safe and healthy workplace for our employees is fundamental to our business success and essential to developing trust internally, as well as with our customers, investors and other stakeholders. This includes eliminating unsafe work practices and workplace injuries and illnesses and promoting the health, safety and well-being of all employees, contractors and visitors. Important objectives in achieving our vision include: creating a positive safety culture, maintaining an effective safety management system and reducing risk in the workplace.

Haemonetics' Code of Conduct outlines our health and safety guidelines and we maintain a [Global Occupational Health and Safety Policy Statement](#) established by senior management that reflects our commitment to maintaining a culture of occupational health and safety. A summary of our fiscal 2022 global health and safety performance is included in the table accompanying this section.

Site leaders at Haemonetics manufacturing plants and other locations have day-to-day responsibility for administering our safety management system, in collaboration with our Director of Environment, Health and Safety. Haemonetics utilizes a third-party enterprise compliance and risk management solution at all of our locations to track incidents, including first aid and near-miss reporting as well as corrective action taken. Health and safety compliance training is required for all site employees and tailored to the specific job and task hazards associated with the position and/or location. Employees are also required to complete annual Code of Conduct training, which includes a specific module on health and safety. Management reports to our Governance and Compliance and Compensation Committees as needed on health and safety compliance and employee-related issues, respectively.

COVID-19 PROTOCOLS

Our response to the COVID-19 pandemic has prioritized employee safety. Actions we instituted to promote employee health and safety during the pandemic included offering remote work for employees in our corporate functions, implementing extensive cleaning and sanitation processes for all Haemonetics facilities, and instituting various safety protocols to limit exposure for our manufacturing and customer-facing employees, including field service and sales teams, to provide continuity of supply and support for our customers. We also instituted protocols to ensure compliance with vaccine mandates applicable to our employees and implemented COVID-19 safety measures for visitors. Beginning in March 2022, we began to allow employees to return to our corporate offices in jurisdictions where safe and feasible and introduced a new hybrid work model for administrative functions in the U.S. and certain other jurisdictions.

As a global company, we continue to diligently monitor all developments related to the COVID-19 pandemic and adhere to applicable regulations and recommendations from local health authorities such as the Center for Disease Control and Prevention (CDC), the World Health Organization (WHO) and the European Centre for Disease Prevention and Control (ECDC) regarding safety response and remediation practices and other precautionary measures to limit exposure to COVID-19 across our locations. We will remain committed to protecting our colleagues, our customers and our communities as we continue to prioritize health and safety.



FISCAL 2022 GLOBAL HEALTH AND SAFETY PERFORMANCE¹

Number of fatalities for employees	0
Number of fatalities for contractors	0
Number of injuries for employees	4
Number of injuries for contractors	1
Total recordable incident rate (TRIR) for employees and contractors	0.18
Days away, restricted or transferred (DART) rate for employees and contractors	0.18
Number of reports of work-related ill health for employees	0
Number of reports of work-related ill health for contractors	0
Workers covered by occupational health and safety management system	100%

¹ Covers employees and contractors under Haemonetics supervision and based out of our global headquarter locations, manufacturing sites or distribution facilities (together, "covered persons"). TRIR and DART rates are calculated per 100 covered persons.

Driving Social Impact

Quality and integrity are threaded into the fabric of our company and everything we do. This allows us to continuously innovate and deliver results that make an impact for the people who depend on our products in some of the most critical areas of medicine.

Technology and Innovation

Guided by our Mission, we pursue continuous innovation to meet the evolving needs of our customers. Haemonetics' rich history of innovation began more than 50 years ago with the revolutionary Latham Bowl that established the fields of automated apheresis and autologous transfusion. Since then, we have built a long track record of industry-leading, breakthrough solutions and services that improve the quality, effectiveness and efficiency of care. With our deep understanding of health economics and unmet patient needs, we continue to drive meaningful innovation across our platforms, advancing standards of care through product, software and market development.

LEADERSHIP AND CULTURE

Our Chief Technology Officer, in consultation with the Executive Leadership Team, oversees Haemonetics' innovation agenda and leads a global team of research and development ("R&D"), software and regulatory affairs experts. The Chief Technology Officer is a member of our Executive Leadership Team and reports directly to our Chief Executive Officer.

Haemonetics also maintains a Scientific Advisory Council comprised of industry leaders from around the globe and across multiple clinical areas that supports our commitment to science, clinical excellence and our innovation agenda. Key objectives for the Scientific Advisory Council include:

- Gathering the highest quality, objective expert views on critical scientific and medical questions;
- Identifying trends and innovations with relevance for Haemonetics; and
- Supporting our senior management and our Board of Directors in strategic decision making.

In fiscal 2020, our Board formed a standing Technology Committee to help provide Board-level oversight of technology and innovation at Haemonetics. Our Chief Technology Officer and other members of management report to the Technology Committee regularly on progress against our innovation agenda, including R&D programs and pipelines, our intellectual property portfolio, quality assurance, regulatory affairs and clinical and medical affairs in support of Haemonetics' new product development and lifecycle management. The Technology Committee also reviews technology aspects of products as they relate to quality, safety and cybersecurity and receives periodic reports regarding our Scientific Advisory Council.



\$46+ million
invested in R&D in fiscal 2022
(42% increase versus prior
fiscal year)

Pictured below: Our state-of-the-art R&D laboratory space at our Boston, MA headquarters



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CUSTOMER-FOCUSED INNOVATION

We advance Haemonetics' Mission through customer-focused innovation. Our Innovation Agenda is grounded in a thorough understanding of our customers' day-to-day operations, health economics and unmet patient needs and is made possible by our breadth of R&D capabilities in core areas of value creation, including hardware, disposables, software and digital. Our strong clinical, medical and regulatory teams also provide critical support in driving new indication and market development initiatives across our growth platforms.

Our products focus on addressing critical customer needs that help advance the standard of care, including reducing complications, improving workflow efficiencies, eliminating manual processes and improving hospital economics. To learn more about Haemonetics' innovation strategy and long-range innovation goals, visit our [Investor Relations](#) page at www.haemonetics.com.

CLINICAL STUDIES

We conduct extensive pre-clinical and clinical research to support the safety and effectiveness of our products, including new products in development and expanded applications for existing products. Our Global Clinical Development/Medical Affairs team oversees all company-sponsored clinical research trials and reports directly to our Chief Medical Officer. We conduct clinical research using the principles of Good Clinical Practice and adhere to applicable local and regional regulatory requirements, in all cases prioritizing the rights, safety and well-being of human subjects involved in a trial. It is our intention at the outset of each trial to eventually make the results publicly available.

We also maintain an investigator-initiated trial ("IIT") program at Haemonetics to support original, independent, investigator-initiated research aimed at advancing science and clinical care. Haemonetics reviews unsolicited requests for research support, which may include devices, disposables, reagents, software and/or funding. Decisions are based upon scientific merit, a proposal's clinical significance, feasibility and likelihood of success given the principal investigator's track record and research environment, as well as alignment with Haemonetics' areas of research interest and availability of resources. Please visit our [IIT Program](#) webpage at www.haemonetics.com for more information on the program and submission process.

ANIMAL TESTING

Animal testing is conducted on certain Haemonetics products by approved third-party test facilities in order to collect pre-clinical data necessary to demonstrate device safety or performance for human use. When developing a test strategy, we follow the U.S. Food and Drug Administration's ("FDA's") recommendation on balancing the ethical principles of reduction, replacement and refinement to generate the necessary data to substantiate the purpose of the study. We expect all third-party facilities that carry out pre-clinical testing on our products to have robust animal welfare compliance and oversight programs as well as periodic internal and external audits, including those conducted by applicable regulatory bodies. All applicable testing laboratories are also expected to have accreditation by the Association for Assessment and Accreditation of Laboratory Animal Care, a non-profit organization that promotes the humane treatment of animals in science through voluntary accreditation and assessment programs. We evaluate our test facility contractors on an ongoing basis to confirm continued eligibility, and information such as a vendor's certifications, non-conforming reports or corrective actions may affect their continued engagement with Haemonetics or audit scheduling.



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Product Affordability and Accessibility

Haemonetics technologies and solutions reached over 90 countries in fiscal 2022 and provided critical support in blood and plasma component collection, the surgical suite and hospital transfusion services (for additional information regarding our products, see [“Three Customer-Centric Business Units”](#) beginning on page 6).

Our efforts to promote the affordability and accessibility of our products include the following:

- We endeavor to supply products that are both high-quality and cost-competitive for our customers. We communicate our prices transparently through contracts, tenders, quotations, pricing letters or similar documents. These documents provide a selling price that is either based on a pre-approved standard list price or an approved special price under certain circumstances. These documents may also include the fulfillment conditions for discounts and/or rebates, if any. As these documents are typically regarded as confidential information, relevant confidentiality commitments will be incorporated in this documentation;
- We continually pursue regulatory approvals to expand our available product indications and commercial footprint;
- We provide customers with access to a wide range of educational courses, both in-person and online, to advance individual knowledge of Haemonetics products across the globe. For more information, visit the [Haemonetics Training](#) page at www.haemonetics.com; and
- We participate in business and medical technology industry trade organizations working to advance global health. This includes serving on the boards of industry organizations, such as AdvaMed (for more information, see [“Select Industry Memberships”](#) beginning on page 12).

Product Quality and Safety

At Haemonetics, we embed a quality mindset into everything we do. This allows us to achieve the high standards of quality, safety and effectiveness that we and our customers expect and to comply with applicable regulations.

QUALITY CULTURE

Guided by our [Global Quality Policy](#), our teams drive quality excellence through the full lifecycle of our products. Our Executive Leadership Team has responsibility for establishing quality objectives for the organization that cascade from our corporate strategy and align with our Global Quality Policy. Our Senior Vice President, Global Quality Assurance serves on the Executive Leadership Team and leads our talented team of quality professionals in managing global product quality and safety across the business. This role reports directly to the Chief Executive Officer.

The Governance and Compliance Committee oversees Haemonetics’ quality and regulatory programs from a compliance perspective and receives regular reports from management on overall quality system health and product safety and performance. Management also reports regularly to the Technology Committee on product quality assurance and regulatory affairs in support of Haemonetics’ new product development and lifecycle management. As discussed, above, our Board also evaluates quality-related risks in connection with its oversight of Haemonetics’ enterprise-wide approach to risk management (for more information, see [“Board’s Role in Risk Management”](#) beginning on page 11).



90+
countries

Geographic reach of our
products and solutions in
fiscal 2022



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QUALITY MANAGEMENT SYSTEM

Haemonetics operates under a Global Quality Management System (“QMS”) with sites and regions reflected as integral parts of the overall quality system structure. Our QMS drives quality performance across the organization and allows us to consistently meet customer and regulatory requirements. The QMS aligns to relevant regulations and international standards, including ISO 13485.

We continually engage in internal and external monitoring to ensure the suitability and effectiveness of the QMS. Among other things, our Quality team conducts inspection and testing activities at regular intervals throughout the product lifecycle and regularly reviews quality key-performance indicators. We also conduct ongoing assessments of our QMS against external factors, including emerging regulations, guidance and or quality issues in the industry, innovations that could enhance the QMS, and changes in business strategy or objectives. Additionally, Haemonetics has systems and methods in place to also monitor customer feedback and confirm that customer requirements have been met.

We also partner with strategic suppliers that complement our capabilities. Haemonetics take steps to ensure that our supply chain partners are committed to our same high standards of quality, safety and effectiveness and are upholding applicable laws and regulations. For more information, see [“Supply Chain Responsibility”](#) beginning on page 29.

PRODUCT SAFETY

Haemonetics has implemented robust design control and post-market surveillance programs which meet the requirements of 21 CFR 820 and ISO 13485. Haemonetics performs clinical evaluations and post-market surveillance activities in required intervals for all products.

Risk management is incorporated into the full lifecycle of Haemonetics products from development through obsolescence. We identify and respond to potential issues through our risk management process, which is aligned to ISO 14971. If advisory notices, field safety corrective actions or recalls are issued for a product or event, Haemonetics maintains process to ensure:

- prompt notice to affected customers;
- end-user safety;
- engagement with regulatory authorities, as appropriate; and
- implementation of appropriate corrective and preventative actions.

EMPLOYEE TRAINING

All Haemonetics employees and temporary employees receive mandatory training on our Global Quality Manual and QMS. We ensure that all Haemonetics employees and contractors receive appropriate job or process-specific training necessary to perform their jobs.



ISO 13485

certified quality management system

FISCAL 2022 U.S. FDA RECALLS¹

CATEGORY ¹	NUMBER OF RECALLS ISSUED	TOTAL UNITS RECALLED
Class I Recalls	0	0
Class II Recalls	1	530

¹ For additional product quality and safety data, see [“Disclosure Index”](#) beginning on page 35.

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Cybersecurity and Data Protection

Haemonetics understands the importance of cybersecurity and privacy to the well-being of our stakeholders, including customers, employees, business partners and the donors and patients we serve. We have established and are continuously improving our cybersecurity and data protection program to provide our customers with secure systems and products so they can serve their donors, patients and caregivers with confidence.

CULTURE OF SECURITY

Haemonetics is aligned to the National Institute of Standards and Technology (NIST) Cybersecurity Framework and is certified to the ISO 27001 global standard on Information Security Management.¹ The program is led by a full-time Data Protection Officer (“DPO”) who reports directly to our Chief Information Officer (“CIO”) and is supported by a dedicated security operations team. The CIO and DPO conduct regular cross-functional management reviews of our programs and report at least annually on Haemonetics’ threat landscape and security programs to our Governance and Compliance Committee, which oversees Haemonetics’ compliance programs and policies regarding data privacy and cybersecurity risks associated with our information technology systems. Management also reports on these programs to the Audit Committee as needed and periodically reviews with our Technology Committee certain aspects of new and existing products as they relate to quality, safety and cybersecurity. Our cybersecurity program is closely integrated with our QMS under the ISO 13485 standard.

Haemonetics maintains a strong incident response program, with incident response team members participating in regularly scheduled management reviews and tabletop exercises. All critical systems have a written business continuity plan that is exercised at least annually. The entire program is audited annually by both internal and third-party auditors, supplemented by periodic third-party security engagements. Our landscape is protected by state-of-the-art security technologies supported by a round-the-clock security operations center.

PRODUCT SECURITY

Cybersecurity is built into our software development life cycle and into supplier qualification and audit programs. Our product development approach considers cybersecurity best practices and builds security controls into our product design (i.e., “security by design”). Haemonetics is a member of MedSAO, an industry organization dedicated to improving the security of medical devices, where security issues can be reported securely. We monitor our products for vulnerabilities and follow a coordinated disclosure program with bulletins, patches and alerts posted to our download center or communicated directly to customers.

PRIVACY

We organize our programs to comply with the European Union’s General Data Protection Regulation (GDPR), the Health Insurance Portability and Accountability Act of 1996 (HIPAA), the California Consumer Privacy Act (CCPA), the California Privacy Rights Act (CPRA) and other privacy regulations applicable in the jurisdictions where we operate. As part of our privacy by design model, we require privacy impact assessments for any product or process that collects, uses, manages or processes personal data.

TRAINING

All employees and contractors receive annual cybersecurity awareness training, and we have integrated cybersecurity and data protection topics into our Code of Conduct. All employees receive privacy training, and those who may have access to customer data in the course of their duties also undergo training tailored to this specific area.

CONTINUOUS IMPROVEMENT

Haemonetics is continuously improving its cybersecurity and data protection stance. Security initiatives are integrated into strategic planning and driven by regular cybersecurity risk assessments, incident lessons learned and the evolving threat landscape.



ISO 27001

certified information security management system¹

¹ Certification received in October 2022.

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Supply Chain Responsibility

We maintain a complex global supply chain that involves integrating key suppliers and our manufacturing capacity into a global movement of components and finished goods. We seek to partner with strategic suppliers that complement our capabilities and share our high standards for quality and ethics.

CONTINUITY AND RESILIENCY

At Haemonetics, we have built and continually work to maintain resilient global manufacturing and supply chain operations. As a global company, we support our customers with a worldwide supply chain network that emphasizes reliability and quality. We proactively maintain business continuity plans to address supply chain disruptions that may occur. Through our network of multiple distribution centers, multi-source arrangements and localization of supply and distribution, we have built a fortified and flexible manufacturing and supply chain network. We focus on resiliency through cross-functional, lean daily management and data-driven demand, supply and inventory planning cycles. We have established world-class manufacturing sites and regionally-focused and optimized distribution networks, ensuring inventories closer to customers. Our supply chain capabilities help enable us to withstand near-term macroeconomic challenges and offer us flexibility as we continue to grow. Our supply management teams remain actively engaged with our contract manufacturers and suppliers to understand possible downstream impact to our products and supply chain, evaluate changing demand, safety stocks and raw material availability, and develop alternative solutions for any impacted materials.

SUPPLIER AUDITS

We insist on quality, safety and integrity at every stage of our work, and our suppliers play an important role in ensuring every component that goes into our products also meets our high standards. We follow documented policies and procedures for the selection, monitoring, auditing and re-evaluation of suppliers based on numerous factors, including various risks and regulatory requirements. Based on the supplier risk level, Haemonetics implements a combination of activities to monitor the ongoing performance and quality of our supply base such as periodic audits, monitoring of key quality performance indicators, formal quality agreements and periodic quality assurance surveys. We target completing quality audits of one-hundred percent of our highest priority suppliers each year and approximately one third of our direct supplier base annually either in-person or virtually.

TRACEABILITY

The identification of raw materials, components, subassemblies, and finished goods from receipt through all stages of production is tracked through our Enterprise Resource Planning inventory control system to ensure that only a product that has passed the required inspection and tests (or released under an authorized concession) is dispatched, used or installed.

EXPECTATIONS FOR SUPPLIERS

We expect our suppliers to share our commitment to the same high ethical standards and to follow our Code. In fiscal 2022, Haemonetics published an [Expectations for Suppliers](#) statement that reinforces specific expectations for Haemonetics suppliers with respect to ethical practices, quality matters, environmental protection, health and safety and certain social responsibility topics, including modern slavery and human trafficking (for additional information, see "[Human Rights](#)" beginning on page 14). Haemonetics seeks to partner with suppliers who operate in a manner consistent with these expectations and to support our suppliers in understanding and conforming with them. We began rollout of the statement to our global supply chain in fiscal 2022 and have taken steps subsequently to incorporate it into our supplier review processes.

SPOTLIGHT:

Haemonetics has adopted a Conflict Minerals Statement and we endeavor to continuously improve on our supply chain due diligence efforts to identify and eliminate the sourcing of conflict minerals. Haemonetics expects that our suppliers will support this endeavor and cooperate with Haemonetics to provide timely, accurate and transparent data in support of our conflict mineral due diligence processes and reporting.

[Conflict Minerals Statement](#)
[Conflict Minerals Report](#)
(January 1, 2021 to
December 31, 2021)



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Philanthropy

Haemonetics strives to make a positive difference through our actions in the communities where we live and work. We are committed to responding when and where we can to support those in need through charitable giving and employee volunteerism. During calendar 2022, our charitable donations included:

- Sponsoring events that further our Purpose and Mission, including the Immune Deficiency Foundation's Walk for Primary Immunodeficiency held in Boston, Massachusetts;
- Charitable giving to help in humanitarian causes, including donations of \$100,000 to the International Committee of the Red Cross for Ukraine and \$20,000 to the American Red Cross Hurricane Ian Relief fund;
- Matching charitable contributions by employees to various organizations pursuant to our charitable gift matching program; and
- Supporting local STEM programs, including sponsorship of the Science Club for Girls 2022 Catalyst Awards.

Haemonetics also encourages employees to explore volunteer opportunities locally and around the world that are in line with our Values. During calendar 2022, our employees volunteered their time and energy for charitable causes across the globe, including holding food, clothing and/or toy drives for Rosie's Place in Boston and the Ettie Lee Foundation. To further support employee volunteerism, we introduced a new U.S. Volunteer Policy in calendar 2022 that allows eligible employees to utilize up to eight paid hours per calendar year to volunteer at a charitable organization during the employee's standard work hours.



Photo: Haemonetics served as a Platinum Sponsor at the 2022 Immune Deficiency Foundation's Walk for Primary Immunodeficiency ("PI") in Boston, which we have participated in since the event began in 2013. Haemonetics plays a critical role in this community, as many people suffering from PI rely on plasma-based therapies to manage their condition.



SPOTLIGHT ON COVID-19

The COVID-19 pandemic created unprecedented challenges, but it also revealed the extent to which our Purpose, Mission and Values guide our culture. The philanthropic contributions of Haemonetics and our workforce during COVID-19 have included:

- Committing more than \$100,000 in financial assistance to support COVID-19 pandemic response efforts in our home state of Massachusetts as well as across the U.S. and globally;
- Donating KN95 masks to the Massachusetts Health and Hospital Association; and
- Creating a special volunteer policy allowing Haemonetics' medically qualified employees to support local public health authorities, hospitals and other emergency services providers battling the COVID-19 pandemic for up to 30 days, with options to extend in certain circumstances.

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Reducing Our Environmental Impact

At Haemonetics, we understand that advancing our Purpose also means doing our part to promote the health of our planet. We seek to embed environmental considerations through the full life cycle of our products and identify solutions to reduce our environmental impact.

Climate Risk and Resilience

We are a global company with innovative technologies that reached over 90 countries in fiscal 2022. We recognize that climate change presents risks to all communities, and we will continue to pursue opportunities to reduce our carbon footprint. We also recognize that climate change (including laws or regulations passed in response thereto) could adversely affect our operations and supply chain, including from increased energy and transportation costs, reduced availability of materials and the potential that natural disasters or other adverse climate events could damage or temporarily close manufacturing facilities that we or our partners operate. We regularly review our logistics capabilities and maintain business continuity plans to address supply chain interruptions and site-level disruptions at our manufacturing facilities. We also evaluate climate change and other ESG risks through our enterprise risk management process.

Operational Footprint

Haemonetics' Code outlines our principles on environmental protection. We also maintain a [Global Environment Policy Statement](#) established by senior management that reflects our commitment to, among other things, responsible operations, conservation of resources and meeting all applicable environmental requirements.

We pursue a program of continual improvement at our corporate and operational locations through our global Environmental Management System. We also work to foster a culture of environmental consciousness through our policies and programs, employee engagement and third-party partnerships. 98% of our employees completed environmental, health and safety training as part of their fiscal 2022 Code of Conduct training, and in 2022 Haemonetics officially sponsored an Environment and Sustainability CRG for employees. We also communicate regularly with our customers and suppliers on environmental affairs.

SPOTLIGHT: We commenced implementation of ISO 14001:2015 (environmental management system) standard requirements at our Malaysia manufacturing plant in 2022 and intend to pursue ISO 14001:2015 certification at this plant in 2023. Pending successful certification, we expect to utilize similar procedures for future plant implementations with a goal of having all of our major manufacturing sites certified to ISO 14001:2015 by fiscal 2026.



19%

reduction in fiscal 2022 Scope 1 and 2 GHG emissions (MT CO₂e) compared to fiscal 2018 baseline

7,813

reduction in MWh of energy in fiscal 2022 compared to fiscal 2018 baseline

For more information, see ["Operational Footprint"](#) beginning on page 31 and ["Disclosure Index"](#) beginning on page 35.

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GREENHOUSE GAS EMISSIONS AND ENERGY USE

Over the last five years, Haemonetics has undertaken restructuring-type activities designed to capture efficiencies, enhance commercial capabilities, align our resources and offer our customers better solutions. In addition to improving performance and delivering gross savings, these activities have allowed us to optimize our geographic footprint and modernize certain manufacturing operations in ways that have helped to meaningfully reduce our Scope 1 and 2 greenhouse gas (“GHG”) emissions and total energy consumption.

In fiscal 2018, we launched a strategic Complexity Reduction Initiative designed to improve operational performance and reduce costs. As part of this initiative, we relocated our global headquarters in fiscal 2020 from a 224,000 square foot campus in Braintree, Massachusetts to a 62,000 square foot LEED and ENERGY STAR certified office space in Boston, Massachusetts. We also took proactive measures during this program to rationalize our global real estate portfolio and consolidate certain locations outside of the U.S.

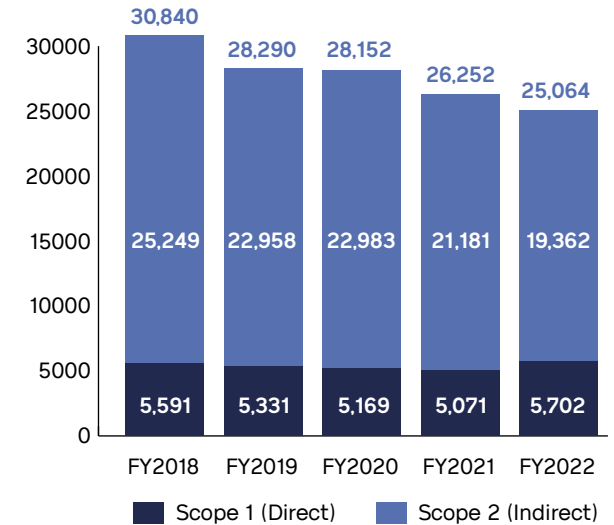
In fiscal 2020, we began an Operational Excellence Program under the leadership of our Executive Vice President, Global Manufacturing and Supply Chain. This program was designed to, among other things, improve product and service quality, reduce cost principally in our manufacturing and supply chain operations and ensure sustainability. Our Operational Excellence Program has helped contribute to overall reductions in our GHG emissions and energy by further rightsizing our geographic footprint, focusing manufacturing operations in locations with more energy-efficient power grids and upgrading our global facilities. For example, in fiscal 2022 we began the relocation of our Leetsdale, Pennsylvania manufacturing operations to a new Center of Excellence in Clinton, Pennsylvania. The Clinton facility incorporates several environmentally-focused features, including smart controls on the HVAC systems and a recycled compressor heat system for more efficient temperature control. During fiscal 2022, we also integrated Cardiva’s Guaymas, Mexico plant into our manufacturing portfolio, which in 2019 received the Shingo Bronze Medallion for operational excellence.

Building off these efforts, we completed a Scope 1 and 2 GHG emissions assessment in calendar 2022. GHG emissions were inventoried and calculated with the support of a third-party vendor using emission quantification methodologies drawn from the Greenhouse Gas Protocol developed by the World Resources Institute and World Business Council for Sustainable Development (GHG Protocol). Setting fiscal 2018 as our baseline, we sought to better understand our environmental impacts over the last five years and further evaluate opportunities for improvement. We are pleased to report on the results of our GHG assessment, which includes a 19% reduction in Scope 1 and 2 GHG emissions and a reduction of 7,813 MWh of energy in fiscal 2022 compared to our fiscal 2018 baseline. In calendar 2023, we plan to take the next steps in defining our long-range goals to further reduce our Scope 1 and 2 carbon emissions and assess our Scope 3 emissions.

WATER MANAGEMENT

We are committed to using natural resources responsibly and have implemented measures to improve water efficiency at our facilities. Each of our Clinton, Pennsylvania and Draper, Utah manufacturing facilities utilizes a closed loop process water system that allows for free process cooling in the winter months and reduces chemical treatment needs.

SCOPE 1 AND 2 GHG EMISSIONS (MARKET-BASED) (MT CO2E) ^{1, 2}



¹ The following gases are included as applicable in our Scope 1 and 2 GHG inventory: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.

² Numbers rounded. For additional information, see “Disclosure Index” beginning on page 35.



Pictured above: Our President and Chief Executive Officer and Executive Vice President, Global Manufacturing and Supply Chain with Haemonetics employees at a June 2022 ribbon-cutting ceremony for Haemonetics’ new Clinton, PA manufacturing facility.

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Product Stewardship

Haemonetics' products are the strongest link to our customers. We continually focus on improving our product stewardship through operational excellence and innovation. This approach allows us to target initiatives that preserve financial and environmental resources while addressing evolving regulatory requirements and customer expectations.

PRODUCT FOOTPRINT AND CIRCULAR ECONOMY

Haemonetics maintains programs to refurbish devices and spare parts to promote product sustainability and enhance our ability to timely service devices, even when new part availability is constrained. In fiscal 2022, we expanded our certified refurbished device program to cover most Haemonetics device platforms – including NexSys, PCS2, TEG 6S, TEG 5000, Cell Saver Elite+ and MCS+ – and extend to all countries where allowable by local regulation. Our certified refurbished parts program was also expanded in fiscal 2022 to cover a subset of those applicable devices and countries where allowable by local regulation.

Refurbished devices and spare parts have been decontaminated, repaired or upgraded as necessary. They are individually tested and verified for equivalence to new device or part specifications, and are verified as fully functional by Haemonetics and/or our manufacturing partners. Accordingly, once recertified, these devices and spare parts are covered by the same warranty as new devices or parts. We estimate that these programs helped to divert approximately 28.7 metric tons of device and component waste from otherwise being sent to scrap and landfills in fiscal 2022.

SPOTLIGHT: PLASTICS

Plastics and other petroleum-based products are the principal components of our disposables and are utilized in our product packaging. We continually explore measures to reduce, reuse and recycle plastics in our value chain. Examples include:

- **Innovation:** We seek to reduce the amount of plastics in our products through sustainable design, with a particular focus on our plasma bowls.
- **Manufacturing:** We continually target improvements in our scrap rate. Our Plasma and Blood Center disposables constitute the vast majority of our plastic-based products. Since our Operational Excellence Program began in fiscal 2020, we have reduced our scrap rate for finished Plasma and Blood Center disposables (as a percentage of cost of goods sold for these products) to approximately 2%.
- **Recyclability:** Local regulations strictly govern the disposal of biowaste such as our disposables once used for blood collection. However, we work with customers to identify possible methods to enhance recyclability. We have also taken meaningful steps to reduce the amount of plastic used in our packaging and labeling (for more information, see “Product Packaging” beginning on page 34).
- **Industry-Association Memberships:** We collaborate with the PPTA and other trade associations worldwide to help identify ways to address environmental impacts in our industry.

PRODUCTS COLLECTED THROUGH TAKE BACK (FISCAL 2022)

CATEGORY	NUMBER OF PRODUCTS	METRIC TONS
Devices		
Refurbished	659	14.56
Spare Parts		
Refurbished	3,851	14.16
TOTAL		28.7



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PRODUCT PACKAGING

We continually seek improvements in our product packaging to reduce waste and promote recyclability and reuse. For example, in fiscal 2022 we redesigned packaging for our NexSys PCS devices in a manner that cut packaging weight by approximately 50 lbs. and reduced corresponding ocean container space requirements by roughly 50%. Customers also have the ability to reuse this packaging when returning devices for servicing and maintenance. In calendar 2023 we expect to rollout additional packaging redesigns for certain products and parts that would replace disposable foam and corrugate packaging with reusable containers.

MATERIALS OF CONCERN

We design, develop and deliver our products to meet global regulations that apply to Haemonetics regarding materials of concern. This applies both to our disposable products as well as device equipment where we continually evaluate materials that will enhance quality and safety. For example, we are currently evaluating DEHP alternatives with respect to certain of our disposable products.

STERILIZATION

Working with third-party partners, Haemonetics sterilizes certain products prior to distribution in accordance with FDA and other regulatory requirements. Using a combination of internal and external sterilization processes, Haemonetics has established policies and procedures to define the requirements for all sterilization processes, including the requirements that:

- All sterilization processes are validated prior to use and revalidated as required;
- Contract sterilizers are evaluated by a supplier evaluation and approval process; and
- Records of the process parameters for sterilization processes used for each sterilization batch are retained and traceable to each product lot.

Sterilization processes that Haemonetics utilizes for applicable products include Gamma, E-beam, moist heat and ethylene oxide ("EO"). For Haemonetics products that utilize EO sterilization, we work with our partners to reduce the environmental impacts of EO, which the Environmental Protection Agency regulates as a hazardous air pollutant, including through projects to help reduce the total amount of EO per sterilization batch and regular testing of EO residual level exposure from use of our products. Additionally, Haemonetics has taken steps to evaluate the feasibility of alternative sterilization methods that may have a lesser environmental impact.



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Global Reporting Initiative (GRI) Index

All responses provided below are for Haemonetics' fiscal year 2022 ended April 2, 2022, unless otherwise noted.

GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Haemonetics Corporation, a Massachusetts corporation 125 Summer Street, Boston, MA 02110 Haemonetics is a publicly traded company on the New York Stock Exchange under the ticker symbol HAE. "Company Overview" Fiscal 2022 Form 10-K
	2-2 Entities included in the organization's sustainability reporting	"About this Report" Fiscal 2022 Form 10-K
	2-3 Reporting period, frequency and contact point	"About this Report"
	2-4 Restatements of information	Not applicable.
	2-5 External assurance	This report has not been independently verified.
	2-6 Activities, value chain and other business relationships	"Company Overview" Fiscal 2022 Form 10-K
	2-7 Employees	"Talent Attraction and Retention" "Diversity, Equity and Inclusion" Fiscal 2022 Form 10-K
	2-8 Workers who are not employees	Haemonetics does not disclose this information.
	2-9 Governance structure and composition	"Our Board of Directors" 2022 proxy statement
	2-10 Nomination and selection of the highest governance body	"Our Board of Directors" 2022 proxy statement
	2-11 Chair of the highest governance body	"Our Board of Directors" 2022 proxy statement
	2-12 Role of the highest governance body in overseeing the management of impacts	"Corporate Governance and Shareholder Practices" "Our Board of Directors" 2022 proxy statement

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GRI STANDARD	GRI DISCLOSURE	LOCATION
	2-13 Delegation of responsibility for managing impacts	"Our Board of Directors" "Ethics and Compliance" "Talent Attraction and Retention" "Technology and Innovation" "Product Quality and Safety" "Cybersecurity and Data Protection" "Operational Footprint"
	2-14 Role of the highest governance body in sustainability reporting	"Our Board of Directors"
	2-15 Conflicts of interest	Principles of Corporate Governance 2022 proxy statement
	2-16 Communication of critical concerns	"Corporate Governance and Shareholder Practices" "Our Board of Directors" "Ethics and Compliance" 2022 proxy statement
	2-17 Collective knowledge of the highest governance body	Principles of Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	2022 proxy statement Principles of Corporate Governance
	2-19 Remuneration policies	2022 proxy statement
	2-20 Process to determine remuneration	2022 proxy statement
	2-21 Annual total compensation ratio	2022 proxy statement
	2-22 Statement on sustainable development strategy	"A Message from our President and Chief Executive Officer"
	2-23 Policy commitments	"Our Board of Directors" "Ethics and Compliance" "Anti-Bribery and Anti-Corruption" "Marketing and Sales Practices" "Human Rights" "Diversity, Equity and Inclusion" "Occupational Health and Safety" "Product Quality and Safety" "Cybersecurity and Data Protection" "Supply Chain Responsibility" "Operational Footprint"

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GRI STANDARD	GRI DISCLOSURE	LOCATION
	2-24 Embedding policy commitments	"Our Board of Directors" "Ethics and Compliance" "Anti-Bribery and Anti-Corruption" "Marketing and Sales Practices" "Human Rights" "Diversity, Equity and Inclusion" "Occupational Health and Safety" "Product Quality and Safety" "Cybersecurity and Data Protection" "Supply Chain Responsibility" "Operational Footprint"
	2-25 Processes to remediate negative impacts	"Corporate Governance and Shareholder Practices" "Ethics and Compliance" "Human Rights" "Employee Engagement"
	2-26 Mechanisms for seeking advice and raising concerns	"Ethics and Compliance" "Human Rights"
	2-27 Compliance with laws and regulations	Fiscal 2022 Form 10-K
	2-28 Membership associations	"Ethics and Compliance"
	2-29 Approach to stakeholder engagement	"Approach to Corporate Responsibility" "Corporate Governance and Shareholder Practices" "Employee Engagement" 2022 proxy statement
	2-30 Collective bargaining agreements	Haemonetics complies with global laws regarding freedom of association and collective bargaining agreements, including participating in work councils.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	"Approach to Corporate Responsibility"
	3-2 List of material topics	"Approach to Corporate Responsibility"
	3-3 Management of material topics	"Approach to Corporate Responsibility" "Growing Our Business Responsibly" "Investing in Our People" "Driving Social Impact" "Reducing our Environmental Impact"
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	"Anti-Bribery and Anti-Corruption"
	205-2 Communication and training about anti-corruption policies and procedures	"Anti-Bribery and Anti-Corruption"

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GRI STANDARD	GRI DISCLOSURE	LOCATION						
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None						
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	"Product Stewardship"						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	"Operational Footprint"		FISCAL 2018	FISCAL 2019	FISCAL 2020	FISCAL 2021	FISCAL 2022
			Total energy consumption (MWh)	73,256.65	71,714.18	70,858.31	65,598.81	65,443.15
			Direct energy consumption (MWh)	19,798.08	18,357.72	17,472.73	16,958.03	20,432.03
			Indirect energy consumption (MWh)	53,458.57	53,356.46	53,385.58	48,640.78	45,011.12
	302-4 Reduction of energy consumption	"Operational Footprint"						
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	"Operational Footprint"						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	"Operational Footprint"		FISCAL 2018	FISCAL 2019	FISCAL 2020	FISCAL 2021	FISCAL 2022
			Scope 1 (Direct) GHG emissions (metric tons of CO2e) ¹	5,591.47	5,331.24	5,168.60	5,071.36	5,701.85
¹ The following gases are included as applicable in our GHG inventory: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3. GHG emissions were inventoried and calculated with the support of a third-party vendor using emission quantification methodologies drawn from the Greenhouse Gas Protocol developed by the World Resources Institute and World Business Council for Sustainable Development (GHG Protocol).								

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GRI STANDARD	GRI DISCLOSURE	LOCATION					
			FISCAL 2018	FISCAL 2019	FISCAL 2020	FISCAL 2021	FISCAL 2022
	305-2 Energy indirect (Scope 2) GHG emissions	<u>"Operational Footprint"</u>					
		Scope 2 (Indirect) GHG emissions, location-based (metric tons of CO2e) ¹	25,164.72	22,815.18	22,894.18	21,105.08	19,269.47
		Scope 2 (Indirect) GHG emissions, market-based (metric tons of CO2e) ¹	25,248.78	22,958.48	22,983.16	21,180.86	19,361.77
		¹ The following gases are included as applicable in our GHG inventory: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3. GHG emissions were inventoried and calculated with the support of a third-party vendor using emission quantification methodologies drawn from the Greenhouse Gas Protocol developed by the World Resources Institute and World Business Council for Sustainable Development (GHG Protocol).					
	305-5 Reduction of GHG emissions	<u>"Operational Footprint"</u>					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<u>"Product Stewardship"</u>					
	306-2 Management of significant waste-related impacts	<u>"Product Stewardship"</u>					
	306-4 Waste diverted from disposal	<u>"Product Stewardship"</u>					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<u>"Diversity, Equity and Inclusion"</u>					
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>"Talent Attraction and Retention"</u> <u>"Employee Well-Being"</u>					

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GRI STANDARD	GRI DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety management system	"Occupational Health and Safety"
	403-2 Hazard identification, risk assessment, and incident investigation	"Occupational Health and Safety"
	403-3 Occupational health services	"Occupational Health and Safety"
	403-4 Worker participation, consultation, and communication on occupational health and safety	"Occupational Health and Safety"
	403-5 Worker training on occupational health and safety	"Occupational Health and Safety"
	403-6 Promotion of worker health	"Employee Well-Being"
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	"Occupational Health and Safety"
	403-8 Workers covered by an occupational health and safety management system	"Occupational Health and Safety"
	403-9 Work-related injuries	"Occupational Health and Safety"
	403-10 Work-related ill health	"Occupational Health and Safety"
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	"Talent Attraction and Retention"
	404-2 Programs for upgrading employee skills and transition assistance programs	"Talent Attraction and Retention" "Employee Well-Being"
	404-3 Percentage of employees receiving regular performance and career development reviews	"Talent Attraction and Retention"
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"Our Board of Directors" "Diversity, Equity and Inclusion"
GRI 415: Public Policy 2016	415-1 Political contributions	"Political Spending"

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GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<u>"Product Quality and Safety"</u>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<u>"Product Quality and Safety"</u> Haemonetics was not subject to any FDA enforcement actions or warning letters in fiscal 2022.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<u>"Marketing and Sales Practices"</u>
	417-2 Incidents of non-compliance concerning product and service information and labeling	<u>"Marketing and Sales Practices"</u>
	417-3 Incidents of non-compliance concerning marketing communications	<u>"Marketing and Sales Practices"</u>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	The Company investigates all potential breaches and takes corrective and preventative action in order to ensure customer privacy and data protection and reduce potential risks.

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Sustainability Accounting Standards Board (SASB) Index — Medical Equipment and Supplies

All responses provided below are for Haemonetics' fiscal year 2022 ended April 2, 2022, unless otherwise noted.

SASB CODE	METRIC	RESPONSE
Affordability and Pricing		
HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer price index	Data unavailable for disclosure
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	"Product Affordability and Accessibility"
Product Safety		
HC-MS-250a-1	Number of recalls issued, total units recalled	"Product Quality and Safety"
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	None
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA's Manufacturer and User Facility Device Experience	We report all necessary data as required by the FDA. This information is available here .
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	None
Ethical Marketing		
HC-MS-270a-1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None
HC-MS-270a-2	Description of code of ethics governing promotion of off-label use of products	"Marketing and Sales Practices"
Product Design and Lifecycle Management		
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	"Product Stewardship"
HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	"Product Stewardship"
Supply Chain Management		
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I supplier's facilities participating in third-party audit programs for manufacturing and product quality	Data unavailable for disclosure
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	"Supply Chain Responsibility"
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	See Haemonetics' Conflict Minerals Statement and our most recent Conflict Minerals Report . Haemonetics does not currently disclose its management of risks for other critical materials.

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SASB CODE	METRIC	RESPONSE
Business Ethics		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	"Anti-Bribery/Anti-Corruption"; "Marketing and Sales Practices"
Activity Metric		
HC-MS-000.A	Number of units sold by product category	Data unavailable for disclosure



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