

Purpose

The BD Human Rights Policy is based on the Company's commitment to protect human rights, preserve the integrity of its workforce, and to integrate human rights principles into our business processes and practices.

At BD, we do what is right. This core value is a key driver for all of our Human Rights initiatives.

Beyond the commitments outlined in this policy, we believe that we can make a positive contribution to human rights through the very purpose of our company: **advancing the world of health™**. Our Global Health program seeks to strengthen healthcare systems across the world by developing and deploying market-appropriate solutions, positively impacting human rights through shared value creation. Ultimately, improving patient health and patient outcomes advances human rights. This is our goal across all of our products.

We pursue a number of health-related initiatives that positively impact human rights, all of which are detailed in our Sustainability Report. We understand that human rights are linked to other sustainability issues, such as climate change and social responsibility.

Scope

This policy applies to Becton, Dickinson and Company, its businesses, and majority-owned or controlled subsidiaries ("BD"). All BD associates and operations worldwide must comply with this policy, including those who may witness violations of this policy. In addition to BD's own associates and operations, we seek to ensure that no instances of modern slavery, human trafficking, or human rights abuses occur in any part of our supply chain. We recognize that the size and complexity of our supply chain represents an area of risk for BD. We seek to manage this risk by, among other things, requiring that all suppliers commit to compliance with our Expectations for Suppliers, performing due diligence on portions of our supply chain, and conducting risk-based targeted training for key suppliers.

Policy

BD is committed to operating in a way that respects the human rights of our associates, our suppliers and the members of the communities where we operate our business. This commitment is actively guided by the principles outlined in the UN Universal Declaration of

Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Our policy recognizes that while governments have the primary responsibility to protect human rights, our activities have the potential to impact the human rights of individuals affected by our business operations.

BD believes that all people should be treated with dignity and respect.

We are committed to conducting our business in a manner consistent with this principle and in accordance with applicable employment and human rights laws and regulations wherever we have operations.

We respect the right to clean air, clean water, basic sanitation, and a sustainable environment.

To meet our responsibilities with respect to human rights, BD makes the following commitments in all our operations:

1. We do not use child labor.
2. We do not use forced, prison, indentured, bonded or involuntary labor.
3. We prohibit discrimination in our hiring and employment practices.
4. We prohibit threats of, and actual, physical abuse and harassment of associates.
5. We aim to provide a safe and healthy workplace for our associates.
6. We support the freedom of association and the rights of workers and employers to bargain collectively.
7. We strive to be valued members of communities and aim to engage communities in which we operate.
8. We will consider environmental justice as part of the investments we make in communities in which we operate.
9. We will work to protect the environment and the health and safety of the communities in which we operate.

We are committed to applying this policy across all of our operations and expect all business partners to do the same. To that extent, we conduct human rights due diligence across our business and within our supply chain. We align our human rights due diligence with the principles outlined in the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises.

Process and Governance

This policy was developed with input from both internal and external stakeholders and is supported by our senior leadership team. BD is committed to continuous improvement of its human rights standards and practices, and we will regularly review our compliance with this policy. We will use findings from our due diligence efforts to refine our approach as necessary.

While this document represents our formal Human Rights Policy, BD has integrated human rights into a variety of other policies and documents, including our Code of Conduct, Global Environment, Health & Safety policy, Inclusion and Diversity programs, Sustainability and ESG disclosures, and Expectations for Suppliers document.

BD associates are required to speak up and report actual or suspected human rights violations or other violations of laws, the BD Code of Conduct, BD policies, or relevant industry codes.

The BD Way

We do what is right.

We are authentic.

We are all accountable.

We improve every day.

We help each other be great.

Obligation to report non-compliance

Except as prohibited by applicable law, BD associates have an obligation to report non-compliance with BD policy, both their own non-compliance and the non-compliance of another BD associate or a third party, to their supervisors, Human Resources, the Law Group and/or the Ethics & Compliance Department. The BD Ethics Helpline allows for anonymous reporting of non-compliance except to the extent such anonymous reporting is not allowed by law. You can reach the Ethics Helpline through the phone numbers or website identified on the Ethics & Compliance page on the Maxwell intranet site. You can also report matters via email: ethicsoffice@bd.com. BD does not tolerate retaliation in any form and will always make every reasonable effort to protect your confidentiality.

Any BD associate who fails to meet the standards and expectations of this Policy, or the BD Code of Conduct, may be subject to discipline. Such discipline shall be reasonably designed to deter wrongdoing and to promote compliance with this Policy and the BD Code of Conduct, and may include without limitation, corrective actions up to, and including, termination of the individual's employment.



Discover more information on our [Ethics & Compliance Maxwell site](#).



You can reach the Ethics Helpline via the [phone numbers](#) listed on the Ethics & Compliance contact page on our Maxwell intranet site.



You can email the Ethics Office at: mailto:ethicsoffice@bd.com

Related documents and policies

- [BD compliance reporting found in the compliance section of BD's Sustainability webpage](#)
- [BD Expectations for Suppliers](#)
- [BD Code of Conduct](#)

Global Human Rights Policy

Effective: 01 July 2024



Approval

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Revision Log

Rev	Description of Changes	Changed By	Approved By	Date
2.0	Addition of right to water and a healthy, sustainable environment	Central Sustainability	Chief Executive Officer	01 July-2024
1.0	New	Environment, Health, Safety and Sustainability	Chief Executive Officer	01-Jan-2020