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Equal Employment Opportunity Statement

Effective: 15 April 2025

Purpose

BD, its divisions and majority-owned or controlled subsidiaries (“BD” or the “Company”) provides equal employment opportunities to qualified persons without discriminating against any employee or applicant for employment because of race (including protected hair style or texture), color, gender, sex, religion (including beliefs, religious dress and grooming), national origin, ancestry, disability, medical condition, military and veteran status, age, marital status, sexual orientation, genetic information, gender identity or expression, pregnancy (including childbirth, breastfeeding or related medical conditions), creed, citizenship status, or any other protected status.

Accordingly, the purpose of this statement is to reinforce our commitment to the creation and maintenance of an inclusive workplace where equality, respect, and consideration for one another is essential.

As a federal contractor, BD is required to and has established an EEO Compliance Program under Section 503 of the Rehabilitation Act and the Vietnam Era Veteran’s Readjustment Assistance Act of 1974 (“VEVRAA”) in connection with the employment of qualified veterans and individuals with disabilities.

Scope

The provisions of this policy apply to all BD associates and applicants for BD positions in the U.S. and Puerto Rico.

Policy

Equal opportunity extends to all aspects of the employment relationship, including hiring, promotion, training, working conditions, compensation, and benefits. BD has established an audit and reporting system to allow for effective measurement of its equal employment program by which the Company undertakes that it will:

1. Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, gender, sex, religion, national origin, disability status, veteran status, age, marital status, sexual orientation, genetic information, gender identity or expression, pregnancy, creed, citizenship status, or any other protected group status;
2. Impose only valid job requirements; and



3. Ensure that all personnel decisions, actions, and employment activities such as compensation, benefits, transfers, promotions, layoffs, return from layoff, BD-sponsored training, education, tuition assistance, and social and recreational programs, are administered without regard to race, color, gender, sex, religion, national origin, disability, veteran status, age, marital status, sexual orientation, genetic information, gender identity or expression, pregnancy creed, citizenship status, or any other protected group status.

Furthermore, associates and applicants for employment shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have filed a complaint, assisted in a review, compliance evaluation, investigation, or hearing, or have otherwise sought to obtain their legal rights under, or opposed any act or practice made unlawful under any Federal, State or local EEO law, including Section 503 and the equal opportunity provisions of VEVRAA.

Invitation to Self-Identify

To help ensure our commitment to and compliance with non-discrimination and equal employment opportunity, associates are encouraged to voluntarily disclose their sex, race, ethnicity, protected veteran status and disability at any time via BD's Workday self-service portal. Applicants may self-identify during the application process.

Associates and applicants should inform AccessHR or Talent Acquisition recruiter if they need a reasonable accommodation to perform a job for which they are otherwise qualified.

All associates have a responsibility to take positive action to ensure an inclusive working environment that is free of discrimination and harassment. Tom Polen, President and CEO of BD, supports this EEO Statement and EEO Compliance Program and all the efforts BD has made to maintain an inclusive working environment. He delegates overall responsibility for the implementation of the EEO Compliance program to the HR Compliance Associate Director.

A handwritten signature in black ink that reads "Tom Polen". The signature is written in a cursive, flowing style.

Tom Polen

Roles & Responsibilities

Role	Responsibility
Policy Owner – HR Compliance	Maintains current policy, administers updates.
Approver – Vice President and Chief People Officer	Reviews and approves policy

Revision Log

Rev	Description of Changes	Changed By	Approved By	Date
1.4	Revision based on Executive Orders.	Human Resources	Human Resources	04/01/2025
1.3	Expansion of protected categories, invitation to self-identify	Human Resources	Human Resources	08/01/2023
1.2	Signatory Revision	Human Resources	Human Resources	03/01/2020
1.0	New	Human Resources	Human Resources	01/01/2017