

MODERN SLAVERY STATEMENT

Introduction

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and sets out the steps that Hollister Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is a serious crime; victims are exploited for someone else's gain. It encompasses slavery, human trafficking, forced labour and servitude. Victims are often hidden away, may be unable to leave their situation, or may not come forward because of fear or shame. Such behavior is contradictory to Hollister's immutable principles; therefore, Hollister Limited has a zero-tolerance approach to any form of modern slavery.

We are committed to acting ethically, with integrity and transparency in all business dealings and to implementing systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain. We expect our suppliers and business partners to similarly ensure there is no modern slavery or human trafficking within their own businesses and supply chains.

Since 2021, we have had in place an internal UK Modern Slavery Governance Committee composed of individuals from different functions in the regional market to ensure comprehensive coverage across the business. During 2023, the Committee met 3 times to discuss relevant issues including reviewing Human Rights initiatives, awareness campaigns and future training.

During the year, Hollister continued to carry out human rights due diligence efforts around the following areas: education and awareness, risk prevention, risk identification, and governance.

Education and Awareness: Hollister hosted the first human rights due diligence workshop. Over the course of three days, and in partnership with third-party experts, the workshop included key Hollister leadership and focused on human rights education—including modern slavery, forced labor awareness, supply chain and procurement, and general human rights risks—as well as goal setting for Hollister's future work in human rights.

In the UK, a new online modern slavery training was piloted with associates. The training covered areas such as identifying where Modern Slavery can occur and what steps to take in suspected cases.

Risk Prevention: In the UK, we continued to operate a robust recruitment policy focused on human trafficking and forced labour prevention. Hollister does not charge any recruitment fees as part of the employment process and conducts rigorous eligibility to work checks.

Risk Identification: In collaboration with external human rights subject matter experts, Hollister completed the first human rights gap assessment. The assessment focused on applicable human rights laws and regulations with an emphasis on full compliance and satisfaction of applicable requirements. Hollister will be using the findings from this assessment to inform continued risk analysis throughout our company and supply chain.

Governance: At the end of 2023, Hollister formalized the members for the inaugural Global Human Rights Committee, including representation from the UK. We identified members from relevant departments including legal and compliance, human resources, sustainability, global markets, and supply chain. In 2024, the committee will meet on a regular basis to discuss and address issues related to modern slavery and other human rights issues, as well as continue our human rights due diligence efforts.

Looking Forward: Hollister's Human Rights Efforts

As a global company, Hollister is working to establish a formal human rights due diligence program that is aligned with the OECD Due Diligence Guidance for Responsible Business Conduct. We are actively working on multiple projects within each of the process stages including identifying and assessing adverse impacts, embedding human rights into policies and management systems, tracking implementation and results, and communicating how impacts are addressed. We are taking a risk-based approach to identify and prioritize human rights impacts and will be working with suppliers to integrate these findings in the mitigation of risk and prevention of human rights impacts, including modern slavery and forced labour.

We will be prioritizing our human rights due diligence efforts through the creation of a new Human Rights Policy and an enterprise-level Human Rights Committee that includes business leaders across legal, compliance, human resources, global markets, and supply chain. The Committee will meet on a regular basis to address issues related to modern slavery, forced labor and other human rights-related issues, develop KPIs, and implement human rights due diligence programs.

Our Policies

We have implemented a number of policies related to responsible business conduct and human rights to ensure that we and our suppliers and distributors are conducting business in an ethical and transparent manner. These include:

- Whistleblowing policy. We operate a whistleblowing policy so that all Associates know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Such reports can be made within the Company through trained managers, functions such as HR and Compliance but also through an external system.
- Hollister Code of Conduct. This code explains the manner in which we behave as an

organisation and how we expect Associates to act. The Code is part of the onboarding training of all Associates, regular refreshers are organized during department meetings.

- Hollister Distributor Code of Conduct. This code applies to Hollister distributors and sub-distributors. The Code refers to the standards that each company shall abide by as a representative of Hollister. We regularly train distributors on the Code and Hollister's high standards. Acknowledgement of the receipt and understanding of the Code is an important step of the distributor's selection process.
- Hollister Supplier Code of Conduct. This Code applies to Hollister Suppliers and includes standards of conduct including Labour and Human Rights, Environmental considerations, and Ethical business practices and governance

About Hollister Incorporated

The roots of Hollister Incorporated date back to 1921, when 23-year-old entrepreneur John Dickinson Schneider founded a small printing company in Chicago. In the decades that followed, John Schneider's company evolved from the printing industry to the medical products industry — developing quality medical products and services under the name Hollister.

The founders built Hollister Incorporated on the underlying principles of Dignity of the Person, Integrity, Service, and Stewardship. Today, Hollister Incorporated is still independent and employee owned. With manufacturing and distribution facilities on three continents, Hollister is serving the global community.

Thanks to the fundamental principles of Hollister and its strong culture, our Associates have dignity and intrinsic value independent of the work they do. Hollister treats its Associates, and we treat each other, with respect and courtesy. Dignity of the person lead us to recognize the value of human beings outside their work.

Thereby, Hollister Incorporated and its subsidiaries respect the rights and dignity of everyone. The company strives to maintain an open and welcoming environment, without any form of discrimination, harassment, or reprisals. In that respect, Hollister is committed to working with companies and people who exercise the same commitment and who comply with all legislation relating to human rights. Integrity is at the heart of how we do business. At Hollister, the ethical way is the only way. We work to foster honest and transparent communication and we treat others justly. Thus, we develop concrete actions according to our principles. All Associates are responsible for fulfilling the Mission and upholding the fundamental principles.

Bob Russell
Market Access & Government Affairs Director, UK

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