

## STATEMENT ON HUMAN RIGHTS

Henry Schein, Inc. and its subsidiaries are committed to upholding human rights standards in all areas of our business, including with respect to our own team members. We commit to identify, prevent, mitigate and remedy adverse human rights impacts that extend across our Company's supply chains and business relationships, including our supplier partners.

**Overview:** Henry Schein's focus on human rights within our business includes the following areas:

- Health equity
- Supply chain
- Working conditions for our teams
- Training and Auditing
- International Standards

**Health Equity:** Throughout our history, Henry Schein has aligned our strengths as a business with the needs of society. We believe that health is a fundamental human right indispensable for the exercise of other human rights. We also recognize the important role of the social determinants of health in the promotion of equity, as well as the interconnectedness and interdependence of health and human rights. Our efforts to promote health equity include:

- Henry Schein's commitment to providing healthcare professionals with the tools they need to provide high quality care to the patients they serve in all settings, including for patients with special needs and other vulnerable populations.
- The work of Henry Schein Cares, our corporate social responsibility program, to increase access to care for at-risk and underserved populations by promoting wellness, prevention, treatment, and education; supporting emergency preparedness and relief efforts; and supporting health care capacity-building.
- Leveraging our unique position as a health care thought leader, problem solver, and catalyst for change, we engage our five constituencies—our Team Schein Members (TSMs), customers, supplier partners, investors, and society—to improve equity, sustainability and expand access to health care for all.

**Supply Chain:** Henry Schein respects human rights throughout our supply chain utilizing a variety of tools, including our Worldwide Business Standards, Global Supplier Code of Conduct and government contracting procedures, which are reviewed and updated regularly. This includes, but is not limited to, requiring our suppliers to:

- Maintain and promote fundamental human rights
- Provide a workplace free from discrimination, violence, abuse and harassment
- Treat employees fairly and in compliance with all applicable laws and regulations
- Prohibit use of child, forced or prison labor
- Respect their own employees' right to freedom of association
- Provide safe and healthy working conditions to their employees, including, where applicable, housing that meets specifications of the International Labor Organization Guidelines
- Comply with all applicable environmental laws and regulations
- Eliminate conflict minerals from their supply chains for any product supplied to Henry Schein
- Take active steps to encourage a diverse workforce
- Respect the right of personnel to seek a living wage

Henry Schein provides multiple reporting avenues, such as a helpline, for reporting suspected violations of the Global Supplier Code of Conduct, including those affecting human rights.

**Working Conditions for our Teams:** We promote basic human rights by adhering to all applicable labor laws and prohibiting child labor, forced labor, human trafficking and slavery by Henry Schein and its supplier partners. Henry Schein respects the rights of our Team Schein Members to freedom of association, freedom of expression, and the right to be heard. We also follow all applicable wage and hour laws, including those governing minimum wage, overtime and maximum hour rules. This includes, but is not limited to:

- Safe and healthy working conditions
- Equal employment opportunities without discrimination
- Fair treatment
- Non-discrimination, including through our focus on diversity & inclusion
- Compliance with applicable immigration laws
- Fair compensation

**Training and Auditing:** To uphold our principles and promote our values, we regularly engage with Team Schein Members and other stakeholders through communications and training, and provide an array of educational tools addressing significant risk areas, including those relating to human rights, with topics ranging from our foundational Worldwide Business Standards to working conditions. Henry Schein provides avenues for Team Schein Members to report suspected violations of the law or policies, including those affecting human rights.

Given the scale, complexity, and geographic spread of our supply chain, our approach to monitoring the social and labor conditions in the supply chain is risk-based. We monitor the adherence of our suppliers to our Global Supplier Code of Conduct with desk audits, site visits, business reviews, supplier scorecards, sentinel flags, and other mechanisms. We continue to expand our application of due diligence with advanced standards, tools and initiatives.

**International Standards:** Henry Schein respects the human rights, dignity, and privacy of the individual as recognized by the principles defined in the United Nations Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the core labor standards set out in the International Labor Organization Declaration on Fundamental Principles and Rights at Work.