

## BAUSCH HEALTH SUPPLIER STANDARDS OF CONDUCT

Bausch Health is committed to conducting business in a principled manner, exhibiting the highest level of integrity. We expect our suppliers to share this commitment and to always operate in compliance with all relevant laws and regulations of the jurisdictions in which Bausch Health operates. These Standards of Conduct represent our expectations of those individuals and entities who supply goods or services throughout our value chain.

### SCOPE

These Supplier Standards of Conduct apply to all Suppliers who supply goods or services to Bausch Health, as well as to their employees, agents, parents, subsidiaries, affiliated entities, and subcontractors (collectively “Suppliers”). Bausch Health expects Suppliers to ensure that these Standards of Conduct are communicated to their employees, agents, parents, subsidiaries, affiliated entities as well as any subcontractors, and that it is done in the local language and in a manner that is understood by all.

### COMPLIANCE WITH LAWS

Suppliers must comply with all applicable international, national, and local laws, regulations, codes, standards, and treaties, including but not limited to:

- Anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, Canada’s Corruption of Foreign Public Officials Act, and the U.K. Anti-Bribery Act 2010;
- Anti-Competition laws;
- Data privacy laws;
- Anti-money laundering and anti-terrorism laws;
- Political contribution and lobbying laws; and
- Import and export controls, including trade sanctions and U.S. anti-boycott laws.

Non-compliance or lack of proof of compliance with any such law or regulation may result in the immediate termination of the business relationship, and Bausch Health may pursue damages resulting from such violations (where permitted by law).

### FAIR COMPETITION AND ANTI-INDUCEMENT

Suppliers must comply with all applicable anti-trust and competition laws and regulations of the markets in which Bausch Health operates by, among other things:

- Bidding independently from competitors;
- Avoiding any discussion of bidding practices with competitors;

- Refraining from any agreements, coordinated practices, or understandings that could restrict fair competition;
- Not exchanging confidential or sensitive information with competitors; and
- Only obtaining information about competitors using ethical and legal means.

Suppliers must never offer, give, request, or receive anything of value in exchange for an improper business benefit or to improperly influence an act or decision.

## CONFLICTS OF INTEREST

Suppliers shall refrain from any activity that creates an actual or perceived conflict of interest involving Bausch Health. Transactions that implicate a potential conflict of interest (e.g., if a Bausch Health employee or family member has a financial interest in a prospective Supplier), should be disclosed using the Conflict-of-Interest Disclosure Form. Additional information is available by contacting [COImailbox@bauschhealth.com](mailto:COImailbox@bauschhealth.com).

## FRAUD

Bausch Health does not tolerate any act that involves theft, fraud, falsification, embezzlement or misappropriation of any Bausch Health or customer asset. Suppliers shall not engage in:

- Theft or misuse of funds or property;
- Making or submitting false invoices;
- Forging invoices or creating fraudulent reports or documentation;
- Misrepresenting the nature of transactions; or
- Intentionally filing false financial records or statements.

## LABOR/HUMAN RIGHTS/MODERN SLAVERY

Bausch Health supports and is committed to complying with the United Nations Universal Declaration of Human Rights and all human rights laws and regulations applicable to its business operations. Suppliers must comply with all relevant laws and regulations, as well as with the Bausch Health Global Human Rights Policy. This includes:

- Adhering to all relevant non-discrimination laws (and to the principles set forth in the International Labor Organization Convention Concerning Discrimination in Respect of Employment and Occupation) by implementing appropriate measures to avoid employment discrimination on the basis of age, sex, gender (including pregnancy), race, color, disability, genetic information, national origin, sexual orientation, gender identity, religion, military or veteran status, or any other legally protected characteristic.
- Ensuring that harassment of any kind or form are prohibited, including on the basis of race, color, age, religion, gender, political affiliation, disability, or maternity;

- Providing a safe and healthy workplace that complies with applicable occupational health and safety laws, regulations, and Bausch Health policies;
- Respecting Supplier employees' freedom of association and their right to lawfully and peacefully associate, organize and bargain collectively, as permitted by applicable laws in the countries where Supplier does business;
- Ensuring compliance with laws regarding the prohibition of modern slavery and human trafficking, and refraining from using or benefitting in any way from forced or compulsory labor or from contractors or factories that force unpaid labor;
- Only employing workers who meet the applicable minimum legal age requirements and complying with all child labor laws;
- Ensuring appropriate protections are implemented to protect vulnerable groups of individuals;
- Meeting or exceeding all legal requirements for compensation, working hours, time off, rest periods, benefits, and working conditions; and
- Providing wages at least equal to the applicable legal minimum wage and any associated statutory benefits and, where there is no set minimum wage, ensuring that wages are at least comparable to those at similar companies in the local area or with current industry standards.

## CONFLICT MINERALS

Supplier shall adhere to Bausch Health policies on conflict minerals, including refraining from purchasing products that contain tantalum, tin, tungsten and/or gold sourced from the Democratic Republic of the Congo ("DRC") or adjoining countries, unless such minerals are certified conflict free and are approved by Bausch Health.

## HEALTH AND SAFETY

Suppliers must provide a safe working environment for all employees and must ensure that systems and processes are compliant with applicable legislative requirements. The key components of health and safety management systems should address the following areas:

- **Worker Safety** – Ensure that all workplace hazards are identified and assess the risks arising from such hazards. Suitable and sufficient control measures should be deployed to mitigate or eliminate these risks and adequate resources must be made available to support this process.
- **Process Safety** – Suppliers must have robust systems in place to prevent or respond to a catastrophic release of hazardous materials.
- **Hazard Information** – Safety information relating to hazardous materials shall be made available to educate, train, and protect workers from hazards.

- **Emergency Planning** – Suppliers should develop an Emergency Response Plan to address the potential emergency situations that could arise within their operations. These emergency plans should be reviewed regularly, updated where necessary and communicated to workers.

## **ENVIRONMENT AND SUSTAINABILITY**

Suppliers must comply with or exceed the requirements of all applicable environmental or sustainability legislation. They must operate in an environmentally responsible manner that minimizes their adverse impact on the environment and shall maintain sufficient systems and processes to:

- Monitor and reduce greenhouse gas emissions within your operations and value chain;
- Participate in Supplier Sustainability rating programs initiated by Bausch Health;
- Control or treat any emissions to air, water and land to mitigate the risk of adverse effects on people or the environment;
- Ensure the safe handling, movement, storage, disposal, recycling and reuse of waste;
- Prevent or mitigate the impact of accidental discharge of chemicals or other materials into the environment; and
- Support the conservation of water, energy, and other natural resources.

Suppliers are expected to measure the overall environmental impact of their activities, and work to reduce their environmental footprint.

## **DATA PRIVACY/PROTECTION OF INFORMATION AND INTELLECTUAL PROPERTY**

When interacting with Bausch Health data, Suppliers shall comply with all applicable laws and regulations on the collection, transfer, processing, and retention of personal information, as well as all applicable Bausch Health privacy policies.

Suppliers must also implement and maintain appropriate data security systems and procedures to protect the confidentiality of Bausch Health's proprietary data and information. Access to personal data or other sensitive information should be restricted to those individuals that have a need to know the sensitive information for legitimate business or legal reasons.

Any unauthorized or inadvertent disclosure of sensitive or confidential Bausch Health information to a third party should be promptly disclosed to Bausch Health's privacy officer in writing.

## **MANAGEMENT SYSTEMS, MONITORING AND TRAINING**

Suppliers must establish and maintain sufficient management systems that facilitate compliance with, and mitigate the risks identified in, these Standards as well as all applicable laws and regulations. This includes appropriate monitoring and record-keeping processes and systems designed to detect violations of these Standards. Suppliers must implement any corrective

actions identified. Suppliers must also afford Bausch Health the opportunity to periodically audit such systems, where permitted under the parties' respective contracts. Suppliers must transparently and adequately share information to which Bausch Health is entitled.

Suppliers must provide appropriate training, or allow Bausch Health to provide training, on the requirements of these Standards. The requirements of this Code should be made available to members of Suppliers' workforce in local languages where appropriate.

## RAISING CONCERNS

Suppliers should maintain and publicize a mechanism for employees and other individuals to report potential violations of these Standards (e.g., a hotline) without threat of retaliation, intimidation or harassment.

Should a Supplier become aware of behavior that represents a violation of these Standards, Supplier shall promptly notify the Bausch Health Ethics & Compliance Department or shall report the matter via the Bausch Health confidential hotline at [hotline.bauschhealth.com](https://hotline.bauschhealth.com).

## REFERENCES

- [Bausch Health Code of Conduct \(bauschhealth.com\)](https://bauschhealth.com)
- [Global Anti-Bribery Policy \(bauschhealth.com\)](https://bauschhealth.com)
- [Business Ethics Reporting Policy \(bauschhealth.com\)](https://bauschhealth.com)
- [Global Human Rights Policy \(bauschhealth.com\)](https://bauschhealth.com)
- [Policy on the Protection of Personal Information \(bauschhealth.com\)](https://bauschhealth.com)
- [Policy 10: Environment, Safety, Industrial Hygiene and Health \(bauschhealth.com\)](https://bauschhealth.com)