



DanaHER Group Statement on Slavery and Human Trafficking

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the "Act") and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2022.

DanaHER Corporation as a parent company issues this statement on behalf of itself and each of its subsidiaries that are subject to the Act. For the purposes of this statement, DanaHER Corporation, and each of its subsidiaries subject to the Act are collectively referred to as "DanaHER".

At DanaHER, we remain committed to building our enterprise with integrity and this informs our approach to dealing with our investors, business partners, customers, associates, suppliers, and the numerous communities in which we operate around the world. DanaHER is committed to protecting and advancing human rights and it seeks to protect against violations of human rights in its operations and its supply chains. We fully support both the Act and the equivalent anti-slavery and human trafficking legislation in force in the countries in which we operate.

We have a zero-tolerance approach to slavery and human trafficking, and we seek to act ethically and with integrity in all our business dealings and relationships. We require adherence to the same high standards from our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards. Our Supplier Code of Conduct underscores our suppliers' compliance obligations and the consequences for them of non-compliance, as well as spelling out their duties with respect to their own supply chain.

Our Business and Structure

DanaHER is a global science and technology innovator committed to helping our customers solve complex challenges and improving quality of life around the world.

Our business is organised into four strategic segments: Environmental & Applied Solutions, Biotechnology, Life Sciences, and Diagnostics. Further details about these segments and the key brands that are included in them can be found [here](#).

Our Policies Relevant to Slavery and Human Trafficking

DanaHER's Code of Conduct continues to express the fundamental expectation that each employee at every DanaHER Company acts with the highest level of integrity and in compliance with all applicable laws and policies. The Code of Conduct also provides specific guidance on how to answer common integrity and compliance questions that arise during the ordinary course of DanaHER business.

DanaHER's Channel Partner Code of Conduct includes express provisions directly relevant to slavery and human trafficking which are consistent with the Act.

DanaHER's Sustainability Mission Statement emphasizes that "We drive and sustain sustainability improvements throughout our areas of impact, including with our customers (through our products, services and solutions) and in our commercial organization, supply chain, operations, workplace, communities and environment."

Danaher's Supplier Code of Conduct (the "Code") defines the expectation that suppliers who do business with Danaher and its subsidiaries also comply with such laws, integrity and compliance, respect for human and employment rights, promoting the safety and health of employees, operating in an environmentally responsible manner, and implementing management systems to drive compliance, risk mitigation and continuous improvement.

Our policies with relevance to slavery and human trafficking are:

- Danaher's [Code of Conduct](#) ("Code")
- Danaher's Channel Partner Code of Conduct
- Danaher's [Sustainable Supply Chain Policy](#)
- Danaher's [Supplier Code of Conduct](#)
- Danaher's [Conflict Minerals Policy Statement](#)

Danaher maintains an Integrity and Compliance Helpline to enable our employees to speak up if they know of any conduct that may compromise our Codes or violate the laws under which we operate. The helpline is available to all employees to raise all forms of concern they may have, anonymously if requested, including those relating to human rights issues. Reports to the Danaher Integrity and Compliance Helpline of violations of law, our Code, or other Danaher policies are rigorously investigated.

Due Diligence Processes

Danaher has partnered with [EcoVadis](#) to assess and monitor its supply base in the areas of: Environmental, Labour and Human Rights, Ethics and Supplier Sustainability, to further drive the integration of our sustainability values across the supply chain. EcoVadis describe themselves as the world's largest and most trusted provider of business sustainability ratings and they have a well-established reputation in providing due diligence business assessment and monitoring services.

We work to regularly develop and monitor Danaher's group policies and procedures that are aimed at enhancing integrity and ethical behaviour so that they are consistent with good industry practice and properly reflect the contemporary state of applicable law and regulation. Danaher expects to continue to develop initiatives to identify and mitigate the risk of slavery and human trafficking in our business and supply chains.

Our Supply Chains

As an international science and technology provider, Danaher has complex supply chains in many different jurisdictions. We will seek to continue to work with our suppliers and other stakeholders to understand areas of risks relevant to slavery and human trafficking and to mitigate such risks.

Supplier Adherence and Tracking Performance

Danaher expects its suppliers and contractors to act in a responsible manner, in accordance with all applicable prevailing local and international legislation. To help ensure that our suppliers and contractors live up to our values we have in place the Danaher Supplier Code of Conduct.

EcoVadis tracks the performance of key suppliers in critical areas of sustainability.

Our effectiveness in combatting Slavery and Human Trafficking

In order to maintain and continually improve supplier and contractor performance we:

- Assess the sustainability risk of key suppliers and contractors.
- Share best practices and work with our key suppliers and contractors to eliminate or reduce supply chain risks.
- Through our Supplier Code of Conduct, implement a set of guidelines for suppliers and (sub)contractors, which address relevant social and environmental issues such as child labour, slavery and human trafficking, freedom of association, hazardous substances, etc.
- As stated above, have engaged EcoVadis to assess and monitor key suppliers in the areas of: Environmental, Labour and Human Rights, Ethics and Supplier Sustainability to further drive the integration of our sustainability values across the supply chain

- Partner with [Resilinc](#) to receive risk notifications in our supply chain addressing specific areas of concern including, amongst others, human trafficking. Resilinc offers a supply chain visibility, mapping and AI powered monitoring and predictive analytics platform focused on delivering a stronger, resilient, sustainable and fairer supply chain.
- Screen our Supply Base on a regular interval against a database of trusted sources to flag any known issues with Forced Labour

Training our Employees

To help ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we require procurement employees to participate in annual training on human rights and other key Danaher policies and values, including human trafficking, employee health and safety, responsible environmental practices, anti-corruption, business ethics and data and IP protection.

This statement has been signed on behalf of Danaher Corporation by:

A handwritten signature in black ink, appearing to read "R. Blair", written over a faint, illegible printed name.

Rainer M. Blair
President and Chief Executive Officer

February 16, 2023