

Equal Employment Opportunity and Affirmative Action Policy Statement

I would like to take this opportunity to assure each applicant, employee and party with whom we do business of my personal commitment to our equal opportunity and affirmative action objectives. We embrace diversity, equity and inclusion, and we celebrate the successes we achieve together. As a global organization, our unique perspectives, diverse backgrounds and collective strengths drive creative solutions, breakthrough innovation and highly productive teams. With relentless dedication to our purpose and each other, we win together and will remain committed to our principles. QuidelOrtho is committed to maintaining an environment of Equal Employment Opportunities and not to tolerate behavior, harassment, discrimination or prejudice based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information, protected veterans or disability (physical or mental) or retaliation for protected EEO activity. We will also provide reasonable accommodation for applicants and employees with disabilities. Retaliation against those who initiate discrimination complaints, serve as witnesses, participate in the EEO process or otherwise oppose discrimination and harassment is strictly prohibited. Further, it is the policy of QuidelOrtho to undertake affirmative action in compliance with all federal, state and local requirements.

We recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered without regard to race, color, religion, national origin, sex, sexual orientation, gender identity, veteran status, and disability or other legally protected status, and we will ensure that all employment decisions are based only on valid job requirements.


Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- 1) Filing a complaint.
- 2) Assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provision of section 503, VEVRAA or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans.
- 3) Opposing any act or practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or
- 4) Exercising any other right protected by section 503, VEVRAA or their implementing regulations.

As a government contractor, we maintain written affirmative action plans including an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations and document actions taken to comply with these obligations. The non-confidential portions of the Affirmative Action Programs are available for inspection by any employee or applicant for employment, during normal business hours, in the Human Resources Department. Interested persons or any applicant/employee who feels that they have been the victim of unlawful discrimination in violation of this policy should immediately inform their manager, a Human Resources representative, the EEO Coordinator at hr@quidel.com, 858-302-0600 or the Ethics Hotline number at 855-224-8332.

As President and CEO of QuidelOrtho, I retain the overall responsibility for QuidelOrtho Corporation's Equal Employment Opportunity and Affirmation Action Programs. The administration and implementation of these important programs for women, minorities, individuals with disabilities, protected veterans and other protected groups are the responsibility of QuidelOrtho's EEO Coordinator, Laura Davidson, Director, Human Resources. I ask that each manager, supervisor and employee join me in full support of the principles of equal opportunity and affirmative action. I invite any applicant or employee to address your concerns and questions to the EEO Coordinator.

I solicit the cooperation and commitment of each one of you to ensure both compliance with the Affirmative Action Plan and positive results regarding QuidelOrtho's policy on Equal Employment Opportunity.



Douglas C. Bryant, President and CEO