



Ortho Clinical Diagnostics

POLICY

*Equal Employment and
Affirmative Action
Policy Statement*

Revised August 2020

Equal Employment and Affirmative Action Policy Statement

To all employees and applicants based in the US and its territories:

Ortho Clinical Diagnostics is committed to creating a work environment in which diversity is encouraged and valued. It is the policy of Ortho Clinical Diagnostics that we will 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. Ensuring a diverse organization through equal employment opportunity is a value that is embodied in the philosophy of Ortho Clinical Diagnostics and essential to our Company's success.

Ortho Clinical Diagnostics is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). As such, Ortho Clinical Diagnostics is committed to taking positive steps to implement the employment-related aspects of the Company's commitment to equal employment opportunities (EEO). In this respect, it is the Company's policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, females, protected veterans and individuals with disabilities without regard to their race, color, religion, national origin, sex, sexual orientation, gender identity, veteran status, and disability, or other legally protected status. Under this policy, Ortho Clinical Diagnostics will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

The Company's affirmative action policy also prohibits employees and applicants from being subject to harassment, intimidation, threats, coercion, retaliation 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 provisions 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 in this part.

It is also the Company's policy to ensure that all applicants, employees, vendors, contractors, customers and clients are not subjected to any other forms of harassment or discrimination based on an individual's race, color, religion, sex (including pregnancy and childbirth or related medical conditions), sexual orientation, gender identity or expression, national origin, age, genetic information, marital status, citizenship status, or any other characteristic protected by federal, state or local laws, rules or regulations.

Our affirmative action program contains 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 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.

Employees and others wishing to file a complaint of discrimination or harassment, or a violation of this affirmative action policy may do so by contacting his/her supervisor, a member of management or Human Resources. Alternatively, an individual may also contact the Corporate Equal Opportunity office at (908) 218-8506 or may use the Ortho Clinical Diagnostics Ethics Hotline via phone (1-855-224-8332) or through the internet ([click here](#)). As a reminder, the Ortho Clinical Diagnostics Hotline is managed by a third party, which provides for anonymous submissions.

Ortho Clinical Diagnostics' employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact Wendy Bender at 908-218-8525, during normal business hours to schedule a time to review the affirmative action plan.

As the Chief Executive Officer of Ortho Clinical Diagnostics, I am fully committed to the implementation of our Company's EEO and affirmative action policies and I have delegated overall responsibility for these policies to Gary Passman, Head of People & Culture, and his team. I have full confidence that, through our management's leadership and everyone's support, we will fulfill our responsibilities of providing equal opportunity to all.

Chris Smith
Chief Executive Officer
Ortho Clinical Diagnostics