

# Avantor Human Rights Statement for the Supply Chain

This statement establishes Avantor's basic human rights expectations for suppliers in high-risk markets. Avantor expects its suppliers to mirror, cascade and enforce the provisions contained in this statement and to ensure that workers in their respective supply chains are protected and modern slavery is eradicated. This statement follows both international and voluntary standards that apply across all industry sectors, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

## **HUMAN TRAFFICKING**

Avantor strictly prohibits human trafficking, including unlawful forms of child labor, in all its operations and global supply chain. Workers will not be subject to any form of forced, compulsory, bonded, or indentured labor. All work must be voluntary, and workers will have the freedom to terminate their employment at any time without penalty, upon giving reasonable notice.

## **RECRUITMENT FEES AND TRANSPORTATION EXPENSES**

No workers in Avantor's supply chain should be charged any fees or costs for recruitment, directly or indirectly, in whole or in part. This includes costs associated with travel to the receiving country and processing of official job-related documents and work visas in both home and host countries.

## **OFFER LETTERS AND CONTRACTS OF EMPLOYMENT**

Offer letters or written contracts of employment should be provided to all workers in their native language or a language the workers understand, in accordance with local standards. Generally, offer letters or employment contracts should provide information regarding employees' rights, responsibilities, and conditions of employment, such as wages and rates of pay, benefits, working hours, locations of the work, transportation to and from the work site, living conditions, housing and associated costs, and work-related hazards, as applicable.

## **RETENTION AND ABSENCE OF PERSONAL DOCUMENTS**

Avantor prohibits the destruction and confiscation of workers' personal documents. Workers should be provided with secure and lockable storage facilities, that are protected against unauthorized access, for their identification documents and other valuables that they may access at any time. Workers must be lawfully employed, and all workers must be afforded the same rights, regardless of legal status.

## **BONDS, DEPOSITS AND FORCED SAVINGS**

Avantor prohibits the collection of monies from workers unless a worker has voluntarily decided to participate in a financial scheme. Workers will not be required to lodge monetary deposits or security payments, post bonds, or have a portion of their pay withheld at any time as a condition of obtaining or retaining employment, other than applicable taxes or other withholdings required by law.

## **HARASSMENT, ABUSE AND DISCIPLINE**

Avantor prohibits any form of harassment or inhumane treatment in the workplace. A written disciplinary policy should be made available to workers. Disciplinary policies and procedures must be fairly and consistently applied and must not include any inhumane disciplinary measures, such as corporal punishment, mental or physical coercion, or verbal abuse of workers. The use or threat of physical or sexual violence, harassment, and intimidation against a worker, his or her family, friends, or associates, is strictly prohibited. Disciplinary procedures must not include sanctions that result in wage deductions, reductions in benefits, or compulsory labor.

## **WORKPLACE EQUALITY**

All workers, irrespective of their nationality or legal status, will be treated fairly and equally. There shall be no discrimination for reasons based on protected characteristics, such as race, color, age, pregnancy, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status.

## **WAGES AND BENEFITS**

All workers will be paid at least the minimum wage required by applicable laws, and will be provided all legally mandated leave, social insurance and other benefits. Wage payments will be made at regular intervals and directly to workers, in accordance with applicable law, and will not be delayed, deferred, or withheld. Workers will be informed about the basis on which they are being compensated in a timely and fair manner.

## **WORKING HOURS**

All working conditions, including working hours and overtime pay, must be in accordance with applicable law. At a minimum, workers will not be required to work more than 48 hours a week, and any hours worked above 48 hours must be on a voluntary basis. Workers must be given reasonable breaks, rest periods, and time off from work to allow for rest and leisure.

### FREEDOM OF MOVEMENT AND WORKER PROTECTION

Avantor prohibits unreasonable restriction of workers' freedom of movement. Workers will not be physically confined to the workplace or employer-provided accommodation and will be provided unrestricted access to basic necessities. Workers will be provided with a safe and healthy working environment and company provided living quarters, where applicable.

### GRIEVANCE MECHANISMS

An effective, confidential grievance mechanism will be established to ensure that any worker, acting individually or with other workers, can submit a good-faith grievance without suffering any prejudice or retaliation of any kind.

### PRIVATE EMPLOYMENT AGENCIES AND LABOR RECRUITERS

Avantor recommends hiring workers directly whenever possible. When subcontracted recruitment and hiring is necessary, due diligence should be performed for all recruitment and private employment agencies to ensure they comply with the local labor laws of the country in which recruiting takes place.

### WORKER TRAINING AND AWARENESS

Workers must be informed of their rights and responsibilities both verbally and in writing, at the time of hire, in relation to the terms and conditions of their employment and the provisions outlined in this statement. Workers should be trained on workplace rules and procedures, the grievance mechanism, the accommodation arrangements, if provided, and health and safety measures.

### FREEDOM OF ASSOCIATION

In accordance with applicable law, workers will not face retaliation for exercising their right to freely associate or bargain collectively. Suppliers and entities in the supply chain must have a policy of neutrality towards these efforts, including not asking about union affiliation during the recruitment process.

### ACCOMMODATION

When accommodation is provided or arranged by the supplier or entities in the supply chain, it must meet the minimum housing standards set by local competent authorities. If no minimum housing standards are specified by the country of employment, accommodation provided or arranged by the supplier or entities in the supply chain must meet the standards specified in the International Labor Organizations Workers' Housing Recommendation, 1961 (No. 115).

### MONITORING AND REPORTING

Avantor collects data in relation to its suppliers' social practices for it to fulfil its reporting requirements under relevant laws and to meet its own sustainability goals. Suppliers will be expected to disclose human rights-related information via the Responsible Supplier Program platform when requested to do so by Avantor and to complete an EcoVadis scorecard at the suppliers' own costs if the supplier is categorized as a high-risk social supplier. The supplier should also take a proactive role in improving their performance in relation to human rights and achieving the practices outlined in this statement.

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