



# Human Rights Policy

## Our Commitment

At OSI Group, LLC (“OSI”), we believe that human rights are universal rights that are intrinsic to every human being. Respect for the dignity of all people and communities is a fundamental value of OSI. We are committed to respecting and promoting human rights as set out in the Universal Declaration of Human Rights. Our Human Rights Policy (“Policy”) is guided by the principles articulated in the International Bill of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

We strive to foster safe, inclusive, fair and respectful workplaces and respect the fundamental rights of our employees, which are: freedom from slavery and child labor; freedom to associate (or not associate) and collectively bargain; equal opportunity for everyone; a safe and healthy workplace; and freedom from discrimination and harassment.

This Policy applies to OSI and its majority-owned subsidiaries worldwide. OSI also encourages its business partners, including joint ventures, suppliers and contractors, to uphold similar values and adopt similar policies within their own businesses.

This Policy should be read in conjunction with all relevant OSI policies and guidance that set forth our commitment to respect human rights, including those policies listed below.

As a global company, we may at times face situations where the local laws conflict with international human rights standards. We will adhere to all applicable local laws while seeking solutions that are in the spirit of respect for human rights principles.

## Governance

While human rights are the responsibility of all of us at OSI, executive oversight and responsibility for the implementation of this Policy rests with our Global Sustainability team led by the Sr. Vice President, Chief Sustainability Officer. The OSI Board of Managers oversees implementation of this Policy at the board level and is responsible for ensuring adherence to these commitments while our senior management is responsible for overseeing the implementation of this Policy.

## Implementation and Remedy

We are committed to conducting on-going human rights due diligence to identify and prevent human rights risks in our business operation. Where we have identified adverse human rights impacts caused by or directly linked to our business activities, we would engage in appropriate remediation processes by ourselves or in cooperation with other stakeholders in the communities where we operate. We will train our management employees on this Policy and communicate our progress in our biennial Global Sustainability Report.

We provide access to remediation and encourage our employees and business partners to raise any human rights concerns or report any potential or actual human rights violations through a number of channels, including contacting our Legal Department or the OSI Make it Right Global Hotline. Alleged violations are addressed through a robust internal process, and we regularly update our policies and practices based on our findings.

**Additional Policies**

- OSI Global Business Standards, which contains OSI’s commitment to respect human rights in the communities where we live and work and applies to all OSI employees
- OSI Supplier Code of Conduct, which sets forth OSI’s human rights requirements for suppliers
- California Transparency in Supply Chain Act Disclosure, which discloses OSI’s efforts to eradicate slavery and human trafficking within our supply chain