



Norway Transparency Act Statement

Introduction

Hollister Incorporated is committed to demonstrating respect for human rights and decent working conditions throughout our operations and value chain. We recognize the human rights principles set forth under the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at work. We are committed to aligning our human rights due diligence efforts with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises. These commitments are consistent with the core values of our company and the immutable principles that drive our work.

This statement is made in accordance with the requirements of the Norway Transparency Act 2022 (The Act) *relating to enterprises' transparency and work on human rights and decent working conditions*. The Act requires in-scope enterprises to carry out human rights due diligence in accordance with the OECD Guidelines for Multinational Enterprises and to publish an annual account of this due diligence. This statement fulfills Hollister's obligation to account for the due diligence activities conducted during the 2023 fiscal year (1 January 2023 - 31 December 2023).

For the purposes of this statement, "Hollister", "the company", "our", "we", and "us" and similar terms refer to Hollister Incorporated, unless indicated otherwise.

Section 5: Duty to Account for Due Diligence

Our Business Structure, Operations, and Supply Chains

Hollister is an independent, employee-owned company dedicated to developing, manufacturing, and marketing healthcare products and services worldwide. We offer advanced medical products for Ostomy Care, which includes two strong global brands – Hollister Ostomy and [Dansac](#) Ostomy; Continence Care; and Critical Care. We also provide innovative healthcare programs and services, as well as educational materials for patients and healthcare professionals.

Founded in 1921, we operate as a single business entity with various subsidiaries and branches worldwide. Our corporate headquarters are located in Libertyville, Illinois, USA, and we maintain manufacturing and distribution centers on three continents and sell in nearly 80 countries worldwide. Our operations in Norway are Dansac and Hollister Norsk Avdeling Av Utenlandsk Foretak.

Our supply chain consists of a diverse set of suppliers worldwide that help us deliver quality products and services to a global community. Hollister has business relationships with our suppliers that represent several tiers of manufacturing, including raw materials, components, and finished goods, all of which are necessary for the production of our healthcare solutions.



Human Rights Due Diligence

Hollister has been actively developing and implementing human rights due diligence across our business operations in alignment with the OECD Guidelines for Multinational Enterprises. We are working on multiple projects within each of the process stages, including: identifying and assessing adverse impacts, embedding human rights into policies and management systems, tracking implementation and results, and communicating how impacts are addressed. We are taking a risk-based approach to identify and prioritize human rights impacts and will be working with suppliers to integrate these findings in the mitigation of risk and prevention of adverse impacts.

Policies and Procedures

We have implemented and improved several policies to embed responsible business conduct and human rights into our operations and management systems to ensure that we, and our suppliers and distributors, are conducting business in an ethical and transparent manner.

We operate a **Whistleblowing Policy** so that any Hollister employee (Associates) can raise concerns about treatment of colleagues or practices within our business or supply chain without fear of reprisal. Such reports can be made in the Company via individually trained managers, internal departments such as Human Resources (HR) and Compliance, and through an external third-party system.

The **Hollister Code of Conduct** explains the manner in which we behave as an organization and how we expect Associates to conduct themselves. The Code is taught through onboarding training all Associates receive, as well as through periodic refresher training conducted during department level meetings.

The **Hollister Distributor Code of Conduct** applies to Hollister distributors and sub-distributors. The Code outlines the standards that each company shall abide by as a representative of Hollister. Distributors are regularly trained by Hollister on the Code and our standards. Acknowledging receipt and confirming understanding of the Code is an important step of Hollister's distributor selection process.

The **Hollister Supplier Code of Conduct** applies to Hollister suppliers and includes standards of conduct including Labor and Human Rights, Environmental considerations, and Ethical business practices and governance.

Governance

Our corporate governance structure is centered on conducting business ethically and transparently throughout our operations. This fiscal year, Hollister established our inaugural Global Human Rights Committee (the Committee) which is made up of relevant departments including Legal and Compliance, HR, Sustainability, Global Markets, and Supply Chain. The Committee meets regularly to discuss and address issues related to modern slavery, forced labor, and other human rights issues, as well as to advance our human rights due diligence efforts. The Committee reports directly to Hollister's ESG Council whose focus is to create an integrated view of ESG strategy and priorities. Additionally, Hollister's CEO and Leadership Team own and are accountable for the implementation of the Strategic Sustainability Objectives, which include human rights.



Identify and Assess Adverse Impacts

Hollister takes a global, risk-based approach to identifying and assessing actual and potential adverse impacts on fundamental human rights and decent working conditions. We consider risk within our own operations, within those associated with our suppliers, and anywhere Hollister may be directly linked through our business. In order to identify and assess adverse human rights impacts, we spent the fiscal year taking action as outlined below.

In collaboration with external human rights subject matter experts, Hollister completed its first **human rights gap assessment**. The assessment focused on applicable human rights laws and regulations with an emphasis on full compliance with applicable requirements. We also conducted an initial **supply chain risk assessment**. This enabled us to identify potential adverse supply chain human rights risks based on factors such as location and regional requirements. Through this work we identified forced labor as a potential adverse risk and have prioritized it for action through our policies and programs.

Hollister will use these assessment findings to inform ongoing risk analysis and mitigation throughout our operations and supply chain. Human rights due diligence requires continuous improvement, and we are committed to implement ongoing risk identification and assessment methods as we advance our human rights due diligence efforts.

Cease, Prevent or Mitigate Adverse Impacts

Hollister seeks to continuously employ methods to cease, prevent, and mitigate adverse impacts throughout our operations and supply chain. Hollister expects our suppliers and business partners to adhere to our human rights commitments noted in our Supplier Code of Conduct. We aim to work with our suppliers and our Associates to encourage education and awareness of relevant human rights issues.

Through our due diligence processes and program we have identified opportunities to better address adverse human rights impacts in our global operations. Hollister implements recruitment policies focused on the prevention of human trafficking and forced labor, including the prohibition of charging recruitment fees as a part of the employment process and conduct eligibility to work checks. We also implement global policies that contribute to the prevention of potential and actual adverse impacts and are working to increase human rights training among our Associates. This year, Hollister hosted our first internal human rights due diligence workshop. Implemented over three days, the workshop leveraged external experts to educate on human rights—including modern slavery, forced labor awareness, supply chain and procurement, and general human rights risks—as well as set goals for Hollister’s future human rights work. Attendees included Hollister’s Leadership Team and key Associates across global supply chain and procurement, human resources, legal and compliance, and environmental sustainability functions. We are currently working to expand our prevention and mitigation approach to include procedures for remediation and compensation where necessary.

Track Implementation and Results

During the fiscal year, the Human Rights Committee discussed ways in which human rights goals can be integrated in business structure and strategy. We identified key actions:

- Assign oversight and responsibility for human rights due diligence to relevant senior management and assign board level responsibilities for responsible business conduct



more broadly.

- Formalize a human rights strategy and continue human rights due diligence activities, including the creation of human rights goals and KPIs.
- Ensure responsibility for implementing related policies across relevant departments with particular attention to workers whose actions and decisions are most likely to increase or decrease risks.
- Encourage alignment across teams and business units on relevant aspects of the enterprise's responsible business conduct policies.

Communicate How Impacts are Addressed

Hollister aims to communicate our human rights work in several ways, including:

- Legislative reporting requirements such as our Modern Slavery Statement that is in accordance with Section 54 of the UK Modern Slavery Act 2015 and this Norway Transparency Act Statement.
- Voluntary reporting mechanisms such as our annual sustainability report and other public communications platforms including social media and our website.

Continuous Improvement

We are committed to the continuous improvement of our human rights and labor rights practices. The Company strives to maintain an open and welcoming environment, without any form of discrimination, harassment, or reprisals. In that respect, Hollister is committed to working with companies and people who exercise the same commitment and who comply with all legislation relating to human rights. Integrity is at the heart of how we do business. At Hollister, the ethical way is the only way. We work to foster honest and transparent communication and we treat others justly.

Section 6: Right to information

In accordance with Section 6 of the Norway Transparency Act, any person may submit a request for information regarding how Hollister is addressing actual and potential adverse impacts on fundamental human rights and decent working conditions. Information requests can be submitted to kundeservice.norge@hollister.com

This statement has been approved by:

A handwritten signature in black ink, appearing to read "Sebastiaan de Jong".

Sebastiaan de Jong
Regional General Manager, Benelux & Nordics
June 20th, 2024