



## 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 2024 fiscal year (January 2024 - December 2024).

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 continue to work 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 take a risk-based approach to identify and prioritize human rights impacts and work 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 **Global Speak Up 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. Our Global Speak Up Policy empowers Associates to voice concerns, and 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, independent third-party system. In 2024, we expanded our independent, third-party [EthicsPoint Hotline](#) to be accessible by anyone who would like to report a concern.

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. In 2024, we identified new human rights training resources to be included as part of the Associate onboarding process with the Code of Conduct.

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.

In 2024, Hollister made a significant step forward in our human rights journey by developing and launching our first internal Human Rights Policy. Rolled out company-wide, the policy affirms our commitment to respecting internationally recognized human rights and explicitly prohibits forced labor, modern slavery, and other exploitative practices across our operations and value chain. To ensure broad accessibility and reinforce global awareness, the policy was translated into twelve languages and shared with all employees as part of our internal



communications and training initiatives.

## **Governance**

Our corporate governance structure is centered on conducting business ethically and transparently throughout our operations. During the fiscal year, Hollister's enterprise-level Global Human Rights Committee (the Committee), which is made up of relevant departments including Legal and Compliance, Human Resources, Sustainability, Global Markets, and Supply Chain, continued to meet on a monthly basis 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.

Since 2021, Hollister has had in place an internal, working-level UK Modern Slavery Governance Committee composed of individuals from different functions in the regional market to ensure comprehensive coverage across the business. In 2024, this committee reviewed Modern Slavery-related initiatives, awareness campaigns, and training plans.

## **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 2024, Hollister made meaningful progress in advancing our human rights due diligence program across our operations and supply chain informed by last year's human rights gap and supply chain risk assessments. The findings from our initial assessments, particularly the identification of forced labor as a salient risk, have shaped our priorities and actions for the fiscal year.

Building on our foundational human rights gap assessment and initial supply chain risk review conducted last year, we coordinated actions across our business units through our cross-functional Human Rights Committee, identifying specific policies and programs to update or develop. We also embedded human rights due diligence criteria into our supplier processes, ensuring high-risk suppliers are assessed more rigorously. We continued to conduct audits of our suppliers in key sourcing markets and categories using Hollister Supplier Code of Conduct to assess social responsibility and ethics. In 2024, we added several new suppliers for deepened engagement and evaluated our supplier due diligence platform.

Hollister will continue to 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.

In 2024, Hollister launched a new human rights awareness training program designed to help Associates understand the company's new internal Human Rights Policy and proactively identify and mitigate potential adverse impacts. This training was successfully completed by 100% of Associates on the Supply Chain team. In parallel, we assessed and selected additional human rights content to be integrated into future iterations of our annual Code of Conduct training, which is mandatory for all Associates during onboarding and annually thereafter.

We continue to expand our supplier due diligence approach and platform, focusing on prevention and mitigation policies and procedures for remediation and compensation, as well as integrating third-party data to inform our mitigation plans. During the year, we started updating our Supplier Code of Conduct to include strengthened expectations on human rights.

## **Track Implementation and Results**

We monitor compliance with our policies and guidelines through our sourcing and supply chain teams and we engage with our suppliers to track implementation and improve performance. We continue to explore ways to implement and enhance our due diligence and risk assessment processes.

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:

- Implement assessment findings in supplier due diligence programs, with a focus on effectiveness of implemented measures.
- Conduct a risk-based approach to supplier due diligence, identifying high-risk categories and suppliers operating in high-risk geographies.
- Develop measurable KPIs for assessing human rights performance and impact, particularly around forced labor mitigation.

## **Communicate How Impacts are Addressed**



In 2024, Hollister communicated our human rights efforts in several ways, including:

- Published our first [Norway Human Rights Transparency Report](#), aligned with Norway's Transparency Act to enhance accountability and stakeholder access to our human rights policies, findings, and actions.
- Updated our [Modern Slavery Statement](#) in accordance with Section 54 of the UK Modern Slavery Act 2015.
- Published our [annual sustainability report](#) and communicated about our human rights efforts in other platforms including social media and our company 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 [yvette.borrego@hollister.com](mailto:yvette.borrego@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 Nordics & Benelux

Date: 23 June 2025