

Global Policy on Human Rights

Alcon is committed to complying with employment and human rights laws, respecting worker rights, and preventing any child labor, modern slavery, or human trafficking from occurring in Alcon's business operations or supply chain.

Alcon expects all associates to be respectful, act professionally, and demonstrate courtesy, consideration, and sensitivity to the dignity and values of others when interacting with colleagues, guests, business partners, customers, government representatives, inspectors, and other Alcon business contacts. Alcon does not tolerate improper or disrespectful conduct towards others, including threats or physical or verbal harassment or abuse, or mistreatment in any form. Similarly, Alcon does not tolerate harassing, abusive, or other improper conduct directed at its associates by others with whom the company does business. Further, to maintain a safe work environment for its associates and guests, Alcon manages workplace risks to minimize the potential for injuries.

To respect workers' rights and comply with employment and human rights laws, Alcon does the following:

- Uses skills, qualifications, and other job-related criteria as the basis for all employment-related decisions (including hiring, promotion, termination, compensation and benefits, and access to training, development, and transfer). Alcon is an equal opportunity employer.
- Provides a workplace that is free from discrimination related to age, race, color, ancestry, ethnicity, nationality, pregnancy, sexual orientation, gender or gender identity, characteristics, or expression, genetic information, disability (mental or physical), marital or domestic partnership status, political belief, creed, religion, covered veteran or military status, and any other status or characteristic protected by law.
- Treats employees with fairness, respect, and dignity, encourages diversity, welcomes a wide range of ideas and perspectives, fosters an inclusive culture, and values its employees' contributions as well as the strengths that come from their differences.
- Offers competitive compensation and benefits programs that align with the market, reward individual and business performance, and comply with laws, including those governing minimum wage, overtime hours, and mandated benefits.
- Prohibits the use of child labor, or forced, prison, indentured, bonded or involuntary labor, or any form of modern slavery or human trafficking in any part of its business operations or supply chain.
- Respects the rights of employees to associate freely.
- Respects and protects individual privacy rights.

Alcon also expects its suppliers to comply with these same principles, and conducts screening and targeted, risk-based due diligence assessments of its suppliers to mitigate the possibility of instances of modern slavery, child labor, human trafficking, or other human rights abuses in the Alcon supply chain.