

# Corporate Policy 2

## Anti-Discrimination

### Purpose

Stryker values a diverse and inclusive workforce and is committed to maintaining a workplace that is free of discrimination, intimidation, and unlawful harassment. This Anti-Discrimination Policy outlines Stryker's policy prohibiting workplace discrimination.

### Scope

This Policy applies to all Stryker employees at all locations to the extent permitted by law. If any provision of this Policy does not comply with local law applicable to a particular Stryker business unit, that business unit may implement a separate policy to comply with local law, provided that the revised policy will conform with the principles contained within this Policy, as determined by appropriate personnel of the Stryker Human Resources and Legal departments. Where a local policy has not been implemented, all provisions of this Policy that comply with local law will remain in effect.

### Definitions

**"Discrimination"** is the disparate treatment or consideration of, or making a distinction in favor of or against, a person based on one of the Protected Classes set forth in below. Discrimination also means the application of an apparently neutral policy or practice in a way that would place persons within Protected Classes at a disadvantage compared with others on any of the grounds listed below, unless that policy or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

**"Harassment"** is unwanted conduct on the basis of membership in a Protected Class that has the purpose or effect of violating the dignity of the person concerned and of creating an intimidating, hostile, degrading, humiliating or offensive environment.

### Basic policies

#### 1. Anti-Discrimination

- 1.1. Stryker is committed to providing a work environment that is free of discrimination, intimidation, and unlawful harassment.
- 1.2. Discrimination on the basis of an employee's sex, race, color, ethnicity, national origin, ancestry, citizenship, age, disability, illness or history thereof, creed, religion, service in the armed forces, marital or veteran status, sexual orientation, gender identity or expression, economic or social status or any other legally protected characteristic ("**Protected Classes**") will not be tolerated and is prohibited under this Policy.
- 1.3. Stryker employees may not discriminate against other employees in any employment decision, including, but not limited to any of the following areas:
  - Recruitment of candidates
  - Interviewing and hiring of candidates
  - Job assignments
  - Promotions
  - Pay or other compensation
  - Benefits
  - Discipline
  - Performance assessment
  - Performance management
  - Termination of employment
  - Training and apprenticeship programs
  - Creating or enforcing the terms or conditions of employment
  - The implementation and interpretation of Stryker policies or practices
- 1.4. Employment decisions of any kind cannot be based on any employee's membership in a Protected Class.

## 2. Additional Legal Requirements Regarding Anti-Discrimination

- 2.1 Stryker is required to comply with applicable laws regarding anti-discrimination, equal employment opportunity, affirmative action and other obligations that apply to employers in the particular location or geography. All Stryker employees must comply with any applicable laws or regulations.
- 2.2 Stryker's Vice President and Chief Human Resources Office ("CHRO") or his/her designee is responsible for implementing standards and procedures to comply with applicable laws and the divisions/functions shall assist in the implementation and enforcement of such standards and procedures.

## Compliance and Responsibilities

Every employee is responsible for complying with this Policy and all implementing standards and procedures. Any employee who violates this Policy and/or all implementing standards and procedures is subject to discipline, up to and including termination.

All leaders, managers, supervisors, team leaders, vendors, suppliers, customers, and business partners are responsible for supporting and enforcing this Policy. Failure to support and/or enforce this policy is subject to disciplinary action, up to and including termination of employment or the business relationship. Leaders, managers and supervisors who receive a complaint of, or learn of, information that suggests that this Policy may have been violated are required to promptly forward that complaint to Human Resources.

It is the responsibility of each employee who believes that he or she has been discriminated against to promptly report his/her concerns as outlined below.

## Complaints and Investigations

Any employee who believes that he/she is a victim of discrimination or has witnessed any act of discrimination should report their complaint immediately. Employees may report an incident of discrimination to his/her immediate supervisor, any Stryker manager, any member of Human Resources, any member of Stryker's compliance or legal organization and/or through the Ethics Hotline. While employees are encouraged to first seek assistance from their immediate supervisor, the employee may, at any time, report his/her concern through any available reporting channel. Any supervisor or manager who becomes aware of possible discrimination should promptly advise Human Resources of the complaint.

Complaints may be submitted in writing or verbally. Reports may be submitted anonymously. Anyone who reports discrimination, intimidation or harassment is protected from retaliation in response to a complaint or initiation of proceedings.

Stryker will keep the reporter informed of the disposition of the investigation to the extent permitted by law or otherwise appropriate under the circumstances. However, due to the confidential nature of such investigations, it may not be possible to provide specific details of the investigation or of the actions taken. All investigations will be handled confidentially, to the extent possible and appropriate under the circumstances, in light of the privacy interests of all concerned. Stryker will endeavor to deal with all employee disclosures and complete any and all related investigations conducted under this Policy in a timely manner. Any employee who impedes a report of discrimination or otherwise interferes with an investigation will be subject to appropriate disciplinary action, up to and including termination of employment.

A determination that misconduct occurred, including Stryker's policy against retaliation, will result in appropriate disciplinary action, up to and including termination of employment.