



Sotera Health Statement on Human Rights

Our Company's Values Support and Protect Human Rights

Sotera Health's mission – Safeguarding Global Health® – dovetails with international principles of human rights. Our purpose drives our overarching commitment to human dignity and environmental responsibility. Our shared values – Safety, Customer Focus, People, Integrity and Excellence – guide how we operate each and every day in support of human rights:

- Sotera Health values our people, who make up a global team that is diverse, respectful, passionate and collaborative;
- Sotera Health encourages honesty, decency, transparency and accountability in everything we do;
- Sotera Health promotes good governance and respects the freedom of individual choice within the rule of law; and
- Sotera Health seeks to promote human rights in the communities where we operate and conduct business.

Human Rights Policy

Sotera Health is committed to developing an organizational culture that supports internationally recognized human rights and seeks to prevent abuses of human rights. While governments around the world bear primary responsibility for safeguarding human rights, Sotera Health acknowledges the responsibility of corporations to respect, embrace and promote human rights. This fundamental commitment is reflected in our core values, our [Global Code of Conduct](#), our [Supplier Code of Conduct](#), our business and operating policies, our health and safety governance and our management systems. Accordingly, we seek to address human rights within our value chain in line with the following policy aims:

1. Employees

To respect the human rights of our employees, including non-discrimination; prohibition of child labor, forced labor and modern slavery; and freedom of association and the right to engage in collective bargaining.

2. Suppliers and Contractors

To select and evaluate major suppliers and contractors in ways that are consistent with this Human Rights Statement, our [Global Code of Conduct](#), our [Supplier Code of Conduct](#), and



our [Statement on Human Trafficking and Slavery](#); and to take all feasible steps toward ensuring there is no child labor, forced labor, or slave labor in the Sotera Health value chain.

3. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate; to contribute, within the scope of our capabilities, to the fulfillment of human rights by improving economic, environmental and social conditions and serving as a positive influence and stable employer; and to have open dialogue with stakeholders and participate in community engagement activities as appropriate.

4. Society

To participate as appropriate in public affairs in a non-partisan and responsible way in support of internationally recognized human rights; to promote environmental sustainability and responsible development through our core businesses; to uphold the highest standards in business ethics and integrity and to support efforts of governmental authorities to establish and enforce such standards for all businesses.

5. Governance

This Human Rights Statement was developed by Sotera Health’s executive ESG Committee. Sotera Health’s Nominating and Corporate Governance Committee provides strategic direction and oversight for Sotera Health’s human rights endeavors, such as this policy statement. Sotera Health plans to regularly review this statement to ensure that it remains in line with international best practice and evolving stakeholder expectations.

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