

Human Rights Policy

Global Policy

Revised October 2019

OSI Systems and our global subsidiaries (collectively, "OSI") are committed to operating with integrity and in accordance with our values. We believe in protecting human rights and playing a positive role in the communities in which we operate.

Our Policy

Human rights are basic standards of treatment to which all people are entitled. To that end, our global organization supports and operates in accordance with the spirit and intent of the United National Universal Declaration of Human Rights and the UN Global Compact principles on human rights and labor.

Respecting these rights means ensuring that our products, no matter where they are made, are manufactured in an environment that demonstrates respect for the people who make them and use them. It also means respecting the rights of people living in the communities around our facilities and offices, and those of our suppliers, who may be affected by these operations.

We are committed to ensuring that our business affiliates, including suppliers, vendors, distributors, and representatives hold themselves to the same standards.

Respecting Diversity and Prohibiting Discrimination

We celebrate the cultural and individual diversity in our businesses. We are each responsible for creating a culture that is inclusive of all individuals. We aim to recruit and hire the best talent, recognizing that diversity of skill, people, and experiences in our workplace and communities will provide a competitive advantage. In the workplace, all employment-related decisions will be solely based on job-related qualifications and employee performance. We will not tolerate discrimination on the basis of race, color, national origin, ethnicity, ancestry, religion, creed, physical or mental disability, gender, marital or domestic partner status, genetic information, pregnancy, childbirth, medical condition, sexual orientation, age, or any other basis protected by federal, state or local law.

Despite increased visibility around anti-discrimination initiatives, we recognize that the gender wage gap and underrepresentation of women and minority groups in the workforce continue to be global challenges, and we are committed to protecting the rights of these groups and improving gender and minority group representation within all levels of our organization.

Our broader diversity and anti-discrimination strategies include focus at all levels of our organization, including with senior management and our Board of Directors.

In addition to supporting diversity within our own organization, we leverage sourcing programs designed to promote economic inclusion for underutilized populations. This includes the implementation of small business contracting plans within our supply chain and procurement programs. These small business plans include prioritization of veteran-owned, disabled veteran-owned, women-owned, and economically disadvantaged businesses.

Child Labor

We strongly believe that both our employees and suppliers have a responsibility for promoting ethical and lawful employment practices. We will not permit the use of child labor in any of our operations. This prohibition extends to our entire value chain.

Forced Labor

We will not permit the use of forced labor in any form, including slave, bonded, indentured, or involuntary prison labor. This prohibition supports our broader Anti-Human Trafficking and Modern Slavery Policy, which further prohibits the confiscation or destruction of employees', contractors', or sub-contractors' passports and/or immigration documents. This standard applies to our entire value chain.

Freedom of Association

We respect all employees' fundamental right to associate (or not associate) and collectively bargain.. Where employees are represented by a legally-recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining in good faith with such representatives.

Fair Wages and Compensation

We support all employee's fundamental rights to a fair or living wage. All employees will be paid at least the minimum wage required by local law, or in its absence, the prevailing industry wage. Our suppliers and business affiliates are expected to uphold the same standards.

Health and Safety

Consistent with our standalone Health and Safety Policy, we are committed to the highest standards of safety and security to protect our employees, suppliers, business affiliates, and our communities. We will follow our own safety policies and strictly comply with national and local laws and regulations.

Supplier Management

We take great pride in our products and services which are supported by our world-class supply chain. It is therefore highly important that we work with our suppliers to manage the risks of in any way being involved in modern slavery or human rights violations. Suppliers must either agree to our Purchase Terms and Conditions or have a contract in place, confirming they will adhere to our human rights standards, including compliance with relevant human trafficking and slavery laws in each of the relevant countries in which they operate.

As part of our contracts, we have audit rights with our suppliers, and upon request, a supplier must be able to demonstrate compliance with our terms to our reasonable satisfaction. Suppliers will be audited if we learn of or suspect non-compliance with these standards. Our suppliers are expected to fully cooperate with any such audit.

Training

Each year, our employees are required to complete training with respect to this Human Rights Policy. Our annual training program provides our employees with helpful information in detecting and preventing violations of this Human Rights Policy and on upholding our core values of integrity, accountability, innovation, and teamwork.