



## **Global Policy on Equal Opportunity and Inclusion**

Equal Opportunity, access and inclusion are essential to Viatriis' mission. Empowering people to live healthier at every stage of life includes understanding, embracing and celebrating what makes individuals unique. Fostering inclusion and embracing differences in all aspects of our business can be one of our greatest strengths in redefining healthcare not as it is, but as it should be.

Being inclusive creates a sense of belonging, awareness and respect that is fundamental to our culture and ability to make an impact in the world. Viatriis strives to create a positive, productive work environment where integrity, dignity and mutual respect for all are valued, and discrimination and harassment are strictly prohibited. Together, we are building a highly inclusive organization where employees are welcome to bring their best, authentic selves to work every day. Our goal is to provide a safe, supportive community where employees feel they belong and can use their unique experiences, perspectives and skills to make a difference in the lives of others.

### **Each of us is accountable for:**

- Treating others with dignity and respect at all times;
- Holding others responsible if witness to discriminatory or harassing conduct;
- Practicing and engaging in respectful communication;
- Exhibiting conduct that reflects inclusion during work, at on-or off-site work functions, and at all other company-sponsored and participative events, and;
- Attending and completing awareness training.

### **Additionally, we encourage colleagues to focus on inclusion in their everyday interactions by:**

- Leaning into inclusive traits like active listening, curiosity and authenticity to allow individuals to feel welcomed.
- Co-creating workplace culture centered around meaningful awareness and trust building to allow individuals to feel seen, heard and respected.
- Engaging in connection and encouragement to allow individuals to feel valued and supported.

Viatis is committed to fair treatment and provides equal access to opportunities for employees to fully participate, to learn and develop within the company. We embrace and value differences in race, ethnicity, national origin, religion, age, color, sex, sexual orientation, gender, gender identity, gender expressions, disability, protected veteran status and any other characteristic protected by applicable laws across the vast geographies in which we operate.

All colleagues are encouraged to join and participate in our Employee Resource Groups. These groups foster relationships and perspectives across the organization through global connections and events.

Our initiatives are applicable, but not limited to, recruitment and selection, communications, anti-harassment and discrimination free workplace policies and related training, ensuring a fair and equitable work environment for all colleagues, inclusion training, management skills training on inclusive team practices, skills building, and our ongoing efforts to foster a work environment built on inclusion and belonging.

[www.Viatis.com](http://www.Viatis.com)