



Together, improving life

GORE HUMAN RIGHTS POLICY

Introduction

W. L. Gore & Associates ("Gore") has been firmly committed to ethical business practices since its founding in 1958. Our brand promise ***Together, improving life*** guides us in everything we do and informs our approach to human rights.

We aspire to maximize the value that our innovations bring to society while minimizing the potential social and environmental burden of our products and operations. Therefore, respect for human rights is first and foremost about being true to our culture and brand promise and, most directly, about striving to be fair to everyone we reach with our business. We are committed to respecting the dignity of all persons and their fundamental human rights.

1. Guiding standards and regulations

We are committed to conducting business operations in compliance with applicable national and local laws, rules, regulations and any other relevant statutory requirements applicable to our business operations. It includes, but is not limited to, those related to human rights, labor practices, the environment, safety, sanitation codes and building safety codes. Where local regulations may be less stringent than international human rights standards, we aspire to the latter. Below the list of our guiding standards:

- the United Nations (UN) Universal Declaration of Human Rights
- the International Covenant on Civil and Political Rights
- the International Covenant on Economic, Social and Cultural Rights
- the UN Convention on Children's Rights, the UN Convention on Elimination of All Forms of Discrimination Against Women
- the UN Guiding Principles on Business & Human Rights
- the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- the UN Global Compact
- the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

Furthermore, we support the UN Sustainable Development Goals and focus on goals that we can affect through our products and operations, are meaningful to our stakeholders and are aligned with our promise.



2. Our policies

At Gore, we carefully consider the effects of our businesses and products on the well-being of people, including Associates, customers, supply chain partners and communities in each market where we operate. Below are key policies through which we operationalize these standards.

2.1 Standards of Ethical Conduct

Our guide to applying ethical principles to our day-to-day commitments is the **Associates' Standards of Ethical Conduct**. As a community of Associates, we each do our part to maintain an inclusive work environment that treats all people, inside and outside Gore, with fairness, dignity and respect and reflects the diversity of the communities where we operate.

We need and expect the same level of integrity from distributors, agents, consultants, vendors and other third parties (collectively "Representatives") who represent Gore or are involved with Gore products. The **Standards of Ethical Conduct for Third Party Representatives** are the worldwide standards to which we hold these business partners.

2.2 Supplier Code of Conduct

We have established a **Supplier Code of Conduct** as part of our ongoing sustainability efforts. The document sets forth our expectations related to human rights, ethical business practices, environmental management and legal requirements for all our suppliers, including our contract manufacturers. As mentioned above, we follow well-respected international standards and industry best practices and ask our suppliers to communicate and monitor their sub-tier and subcontractors' adherence to the Code.

We hold our manufacturing operations to the same standards and adjure our recruitment agencies and contractor service providers to do the same.

Gore businesses span, among others, the textile, medical and electronics industries. The human and labor rights topics commonly recognized as salient issues in these industries are covered in the Supplier Code of Conduct:

- prohibition of forced labor
- prohibition of child labor and protections for young workers
- equal opportunity
- non-harassment
- freedom of association & collective bargaining
- fair wages & benefits
- reasonable hours of work
- healthy & safe working conditions
- responsible minerals



2.3 Guidelines on Social Responsibility

Our **Guidelines on Social Responsibility** (GSR) aim to provide clarity and guidance on workplace standards for our customers and other business partners. While it has many commonalities with the Supplier Code of Conduct, it complements specific business relationships based on the diverse levels of influence and responsibility we have over our business partners. Through this approach, we aspire to uphold the same standards across the entire value chain with the support of our business partners.

2.4 Forced Labor and Child Labor

Forced labor is regrettably a persistent human rights risk in supply chains. In line with the International Labor Organization's definition, Gore defines forced labor as all work or service that is exacted from any person under the menace of any penalty and for which the person has not offered himself/herself voluntarily. Forced labor can take extreme forms, like the sale and trafficking of children and adults, or more insidious forms, such as withholding a worker's travel documents. Gore's policies and practices undertake to prohibit all types of involuntary employment.

Gore recognizes that foreign migrant workers are particularly vulnerable to forced labor. Therefore, to prevent exploitative practices targeting these individuals, we seek compliance with the following:

- In the employment of foreign migrant workers, we expect and promote that the employer bears all recruitment fees.
- Workers should retain control of their travel documents and there shall be no unreasonable restrictions on workers' freedom of movement in the facility, or on entering or exiting employer-provided facilities.
- Workers should be informed of the basic terms of their employment (including wages and fringe benefits, the location of work, the living conditions, and any housing and associated costs) before leaving home.
- For workers hired through a third-party recruitment agency, the employer should ensure that the agency follows both the sending and receiving country's laws and the above standards.

While not all child labor takes the form of forced labor or is illegal, Gore prohibits the employment of any person younger than the age for completing their compulsory education, and in any case, below 15 years. In addition, Gore follows the same applicable laws and regulations when defining the limitation of young workers' working conditions that it expects from our supply chain partners.

3. Our safeguards

We have adopted various measures to assess and seek Human Rights Policy compliance. These measures are set to promptly identify and mitigate potential risks of human rights violations, helping us being proactive on prevention.

3.1 Risk Assessment



We are committed to understanding the risks of human rights violations in our operations and supply chain by deploying assessments in appropriate scope and depth. Given the breadth of our overall business, we have very diverse supply chains and therefore tailor our approaches based on location and industry. In addition, certain businesses use global supply chains that may increase the risk of forced labor; in such cases, we undertake business-specific risk assessments based on industry tools and knowledge. We repeat risk assessments regularly and exercise further due diligence where needed.

3.2 Complaint Channel

We strive to create and maintain a speak-up culture. If our Associates, business partners and other stakeholders observe an act or situation that is not right or does not appear right –including any violations or risk of violation of human rights– we encourage them to report it to us immediately. To that end, our **Integrity Helpline** is available 24 hours a day, all week, with operators who speak many languages. We treat reported information as confidential to the extent possible and allowed by local law. Additionally, the reporter can remain anonymous, except as law or regulation prohibits. We put effort and resources into resolving reports promptly, commensurate with the complexity of the matter. Our policies ensure that retaliatory action against anyone who has reported possible misconduct in good faith or participated in an investigation is not permissible and will be subject to disciplinary action.

3.3 Stakeholder engagement

We value stakeholder engagement as it keeps us abreast of ever-evolving challenges. We believe that by partnering and collaborating with our customers, suppliers, peer companies, advocacy groups, NGOs and governmental agencies, we get more comprehensive insights and broaden our expertise. Therefore, in the field of human and labor rights, certain businesses units have affiliated with initiatives that are specific to their industries, such as American Apparel & Footwear Association (AAFA), Sustainable Apparel Coalition (SAC), Business for Social Responsibility (BSR), Fair Labor Association (FLA) and Responsible Mineral Initiative (RMI). We are continuously assessing further engagement opportunities.

3.4 Transparency

We recognize that transparency is an essential element of responsible corporate citizenship as a mechanism of accountability for all actors along the value chain. Therefore, we are increasing the availability of information about our commitments and progress to safeguard the people and the planet, to our customers, communities and society.



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4. Supporting or related documents

- Associates' Standards of Ethical Conduct
- The Standards of Ethical Conduct for Third Party Representatives
- Supplier Code of Conduct
- Guidelines on Social Responsibility

5. Corporate Governance

Supply Chain and Sustainability teams collaborate to define and implement necessary capabilities to live up to this Human Rights Policy. Gore's Enterprise Leadership Team bears ultimate accountability for compliance with the policy. This policy will be regularly reviewed and updated to ensure it reflects any relevant developments.

A handwritten signature in black ink that reads "Bret A. Snyder".

This statement was approved on June 12th, 2023.