

## Human Rights Policy

### Applies To

This document applies to all Solventum employees worldwide, contingent workers, anyone doing business with or on behalf of Solventum, candidates for hire at Solventum and others acting on Solventum's behalf. This global policy applies to all locations and situations where Solventum business is conducted and to all company sponsored events.

### Introduction

Solventum Management, the United Nations and national and state governments have set forth requirements in order to ensure the fair treatment of humans in accordance with the Americans with Disabilities Act (ADA), Equal Employment Opportunity Commission (EEOC), United Nations (UN) Standards, and national and state labor laws. Solventum respects international human rights principles, including the United Nations Declaration of Human Rights, the United Nations Guiding Principles for Business and Human Rights (UNGP), the European Human Rights Convention, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Cooperation and Development (OECD), and the UN Convention Against Corruption.

Solventum is committed to upholding human and workplace rights in all Solventum operations globally. This commitment is embodied in Solventum's Human Resource Principles, which respect the dignity and worth of all individuals, encourage the initiative of each employee, challenge individual capabilities, and provide equal opportunity for development.

### Requirements

Overall responsibility for ensuring compliance with this document is assigned to all Solventum employees including supervisors, managers, and Human Resources.

Solventum values its people. Our culture always has emphasized integrity and fairness alongside innovation and excellence, and we will continue to respect and help employees develop their diverse talents. Solventum will continue to recognize its responsibility with regard to:

To support compliance to this Policy, procedures will be maintained to:

- **Safe and healthy workplace** – Assuring that Solventum provides a safe and healthy workplace to all employees, and that the Solventum workplace complies with applicable laws, regulations, and policies.
- **Respectful Work Environment** – Prohibiting unlawful discrimination and harassment and assuring that all employees and anyone doing business with Solventum are treated with respect.
- **Workplace Security** – Maintaining a workplace that is free from violence, harassment, intimidation or other unsafe or disruptive conditions.
- **Work hours and wages** – Complying with all local applicable laws and regulations relating to wages, work hours, break time(s), overtime and benefits.
- **Freedom of Association** – Respecting the ability of employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where Solventum does business.
- **Child Labor** – Complying with all local applicable laws and regulations relating to hiring minors. Solventum applies a minimum hiring age of 16. Solventum sites and operations are expected to have a procedure for verifying the age of employees at the time of hire. If it is determined that any

employee is underage, employment must be terminated, and Solventum site management should take appropriate remedial steps that include consideration of the child's best interest.

- **Forced Labor** – Prohibiting the use of all forms of forced labor, including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. Solventum will not retain original employee documents (such as government issued identification, passport or work permits) unless employees voluntarily request Solventum to safely store them, or where required by law. If Solventum retains employee documents, Solventum will not deny employee access to the originals of their identity or immigration documents.

Additionally, Solventum does not permit the practice of having employees pay recruitment fees or other related fees, in order to obtain employment. This practice can result in employees being forced to work in order to pay off debt incurred as part of securing employment. If an employee has been charged fees to secure employment, those fees shall be repaid to the employee.

Failure to comply with these requirements may result in discipline, up to and including termination of employment.