

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers that do business in California to publicly disclose their efforts to eradicate slavery and human trafficking from their supply chains.

Henry Schein Inc. and its subsidiaries are dedicated to conducting business in a lawful and ethical manner. We believe acting ethically and responsibly is not only the right thing to do, but also the right thing to do for our business. It is our expectation that our suppliers also conduct themselves in such a manner. As part of this commitment, Henry Schein has developed a Global Supplier Code of Conduct to clarify our global expectations in the areas of business integrity, human rights, and employee health and safety.

We have a variety of mechanisms in place to assess and to guard against slavery and human trafficking in our supply chain, including:

SUPPLIER VERIFICATION

Henry Schein's Global Supplier Code of Conduct ("Supplier Code") requires our Suppliers to maintain awareness of and comply with all applicable laws and regulations. It is expected that our Suppliers uphold and promote fundamental human rights. The Supplier Code reinforces our expectations that slavery and human trafficking are prohibited in our supply chain, including but not limited to, the use of child or forced or prison labor, physical punishment or threats of violence or other forms of physical, sexual, psychological, or verbal abuse as a method of discipline or control.

SUPPLIER AUDITS AND CERTIFICATION

It is expected that Suppliers establish appropriate management processes and maintain records to comply with the Henry Schein Global Supplier Code of Conduct. Team Schein Members, or other third parties we engage, may conduct desktop or site audits of our Suppliers and their factories to verify their compliance with this Supplier Code. Our Supplier contracts and the Global Supplier Code of Conduct require Suppliers to comply with all applicable laws governing their procurements and production processes. In addition, Henry Schein Inc. has contracted with ELEVATE, a global market leader in Environmental, Social and Governance (ESG), sustainability and supply chain services. ELEVATE offers a variety of tools and technologies to identify and monitor social and labor risks so Henry Schein ensures its commitment to social responsibility, including announced supplier audits and process reviews.

ACCOUNTABILITY

Henry Schein Inc. is committed to respecting the human rights, dignity, and privacy of the individual as recognized by the principles defined in the United Nations' Guiding Principles on Business and Human Rights. A Supplier's failure to comply with the expectations in the Supplier Code will result in immediate review of our relationship with that Supplier and may subject the Supplier to remediation actions up to and including termination of the arrangement.

In addition, every Team Schein Member has a duty to comply with, and to ensure that Henry Schein complies with, all applicable laws. If a Team Schein Member suspects violations of the Henry Schein Global Supplier Code of Conduct, including slavery and human trafficking, he or she has a responsibility to promptly inform a supervisor, the Chief Ethics and Compliance Officer, or Henry Schein's confidential Compliance Helpline.

Through a third-party, Henry Schein maintains a worldwide confidential Compliance Helpline which enables Team Schein Members and other stakeholders to raise concerns about potential violations of our Worldwide Business Standards, the Supplier Code, policies, laws, or regulations. Our toll-free confidential Compliance Helpline is available 24 hours a day, 7 days a week, in multiple languages and is accessible via phone (Click here for [List of Phone Numbers by Country](#)) or web portal (HenrySchein.MyComplianceReport.com). Reports may be made anonymously but we request that anonymous reports provide sufficient detail and documents so that the matter can be investigated. Additionally, Henry Schein has a policy against retaliation for speaking up in good faith.

LEARNING & COMMUNICATIONS

To uphold our principles, policies, and promote our values, we regularly engage with Team Schein Members through learning and communications and provide them with an array of reference tools. Our Global Compliance Learning program educates our Team Schein Members on significant potential risk areas and requires knowledge checks; the curricula are based on location and role.

Henry Schein Inc. provides a learning course on Human Rights in the Supply Chain to all Global Executives, and Global Directors in Supply Chain related roles, such as procurement and sourcing.

All our corporate associates receive training on our Worldwide Business Standards, which require that they act in an ethical manner and in compliance with the law when doing business both domestically and internationally.