



Position on Human Rights

Background

At Kenvue, we believe that human rights, which are the fundamental rights, freedoms, and standards of treatment belonging to all human beings, must be respected and that business, in addition to government, has an important role in ensuring those rights.

We recognize our responsibility to protect human rights and our commitment is guided by the principles of internationally recognized human rights standards including the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights.

As a global company, we may operate in areas where social, economic, and political factors could introduce risks to human rights, including child labor, forced labor, freedom of association, and safe working conditions. Working with our trade associations and industry coalitions, we believe we can promote the respect of human rights and encourage and support our suppliers and other business partners in their efforts to meet internationally recognized human rights standards.

Our Commitments

Our commitment to respecting and promoting human rights applies to Kenvue locations, operating companies, and business operations worldwide. We recognize that human rights due diligence is a continuous process, and we have policies, processes, training, and management systems in place to identify and address human rights-related risks.

- **Human Rights in our Company:** We expect each Kenvue employee to act respectfully and lawfully toward other employees, colleagues, business partners and those in local communities as outlined in our Kenvue Code of Conduct. We are committed to maintaining a diverse, respectful, and inclusive culture that encourages creativity, inspires innovation, and supports our employees' professional development so that they can achieve their full potential. We ensure respect for Kenvue employee rights and entitlements through policies and procedures established by the global Human Resources, Procurement and Legal and Compliance functions. All new and

current employees are required to complete Code of Conduct trainings, which include human rights topics.

- **Human Rights in the Supply Chain:** We expect our business partners, including our suppliers and customers, to uphold the same standards of human rights. All suppliers shall comply with the Human Rights Principles outlined below, and our due diligence processes include assessing and managing human rights risks across our supply base and monitoring supplier compliance with labor, employment, environmental and business ethics standards.

Human Rights Principles

Whether in our own operations or within our supply chain, the following human and labor rights principles are core to our approach.

- **Fair Labor Practices:** All employment must be in full compliance with all applicable laws and regulations, including those concerning working hours, compensation and working conditions.
- **Wages and Benefits:** Pay fair and equitable wages and benefits (statutory or negotiated) that meet or exceed the legal minimum for all hours worked.
- **Freedom of Association and Collective Bargaining:** The rights of workers to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference must be respected. Employees have the right to organize or join associations, and to bargain collectively, if they so choose.
- **Forced Labor and Human Trafficking:** We do not accept or condone any aspect of forced or compulsory labor. We strictly prohibit our employees, suppliers, and other business partners from engaging in human trafficking-related activities.
- **Child Labor and Young Workers:** We support and comply with child labor laws across our operations and supply chain. Our approach is consistent with the ILO labor standards outlined in ILO Conventions No. 138 and 182.
- **Non-Discrimination and Anti-Harassment:** Employment decisions are based on merit, considering qualifications, skills, and achievements. No workers shall be subject to any form of discrimination or harassment based on gender, race, ethnicity, religion, age, disability, sexual orientation, pregnancy, marital or parental status, nationality, political affiliation, trade union membership or any other status protected by applicable law.
- **Safe and Healthy Workplace:** All employees are entitled to work in a clean, orderly and safe environment. In the interest of maintaining a safe and healthy workplace, Kenvue requires full compliance with applicable workplace safety and industrial hygiene standards, as mandated by law.

- **Privacy:** We are committed to protecting the privacy of those who entrust us with their personal information, including our customers, consumers, website visitors, employees, clinical research participants and all those who do business with us. Whenever possible, we explain how personal information can be corrected, updated, or deleted. We keep personal information secure.

Grievance Mechanisms and Governance

We are committed to providing effective resolution where we have caused or contributed to adverse human rights impacts identified in our operations or supply chain and will actively encourage suppliers and other business partners to prevent, mitigate, and remedy these impacts. Kenvue employees and workers in our supply chain have access to an open and anonymous mechanism to ask a question or report a concern. The company maintains the Kenvue Integrity Line, a global channel for reporting questions or concerns which is available 24 hours a day, 7 days a week and in 24 languages. It is independent, secure and confidential, offering a safe mechanism for anonymous reporting (where permitted by local law) of suspected concerns or potential violations of our policies or the law. We will not tolerate threats or acts of retaliation in any circumstance.

Although the responsibility for protecting human rights resides with each employee, we have established a cross functional Human Rights working group that leads our due-diligence program and reviews and refines our approach to addressing human rights. This includes members from Supply Chain, Human Resources, Procurement, Legal and Compliance, External Affairs and ESG and Sustainability.

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