



**HAEMONETICS®**

Code of Conduct

Our Values  
at Work

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# A Message From Our Chief Executive Officer



We make it possible. You make it matter.

At Haemonetics, our Purpose inspires the important work we do every day to meaningfully advance patient care and drive greater possibilities in healthcare.

How we do this work is equally important. Quality and integrity are threaded into the fabric of our Company and everything we do. This allows us to deliver results that make an impact for the people who depend on our products in some of the most critical areas of medicine.

Haemonetics' Code of Conduct is a manifestation of the Values that unite us across our business globally. The Code defines how we operate, because in order to deliver the highest quality products and solutions to our stakeholders outside the Company, we must hold ourselves to the highest ethical standards.

Our Code amplifies what matters most to us at Haemonetics and what is expected of you as an employee. It can also aid you in day-to-day decision-making and give you confidence that you are helping us uphold our Values, our policies and the laws that apply to our work.

This Code should serve as guidance to ethically navigate both common and complicated situations. If you are unsure, it is always best to ask for help or speak up.

We are building our future **together**. Thank you for your continued commitment to our Purpose-driven business and shared Values.

A handwritten signature in black ink that reads "Chris Simon". The signature is written in a cursive, flowing style.

Chris Simon  
President and Chief Executive Officer

# The Way We Work

## OUR PURPOSE

**we**  
make it  
possible  
**you**  
make it  
matter

## OUR MISSION

We develop innovative medical technology products and services that improve the quality, effectiveness and efficiency of care. We are building a collaborative, performance-driven culture that attracts and develops the best talent.

OUR VALUES	<b>THINK BIG TAKE ACTION</b>	OUR BEHAVIORS	Act with integrity Commit to quality Take initiative Be accountable
OUR VALUES	<b>WIN TOGETHER</b>	OUR BEHAVIORS	Trust in yourself + others Listen and speak up Achieve as a team Celebrate success
OUR VALUES	<b>ALWAYS LEARN AND IMPROVE</b>	OUR BEHAVIORS	Challenge yourself + others Go beyond the obvious Seek data-driven insights Set big goals



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# Understanding the Code



Our Purpose inspires us and our Values guide everything we do, but they won't answer every question that comes up in our work. That's where our Code of Conduct, or the "Code," can help. It explains how the principles embodied in our Purpose and Values come to life and help us do what's right.

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# About Our Code



Our Code sets the standards for how we behave at Haemonetics Corporation (“Haemonetics” or “Company”). “Acting With Integrity” is one of the fundamental behaviors supporting our Values and is the cornerstone of our Code.

To act with integrity, we follow the laws, rules and Company policies that apply to our jobs. Knowing how to do the right thing is critical, and our Code is the best place to start when you have questions about any of the laws, regulations or Company policies that apply to your work.

We also follow the highest ethical standards, even when there’s no specific law or policy involved. The Code is a resource to help us navigate both common and complicated situations in an ethical manner. It explains what is expected of you, how to interact with others and how to make decisions that maintain our ethical standards and protect our reputation. It serves as a valuable reference tool, helping you use good judgment, live our Values and find the resources you need to do what’s right.

In the Code you’ll find:

- [Simple overviews of important ethical topics](#)
- [Tips on how to show our Values at work](#)
- [Decision-making tools](#)
- [Answers to common questions](#)
- [Links to policies and other resources](#)

# About Our Code



## What we expect

If you work on Haemonetics' behalf in any way, you must follow our Code. That includes every member of our Board of Directors and our executive leadership team, as well as every Haemonetics employee (including its subsidiaries) at every Haemonetics location – whether you are full-time, part-time or contract. That same responsibility applies to all associates, vendors and third parties working on our behalf. We expect these third parties to share our commitment to the same high standards.

## How we administer the Code

Our Chief Compliance Officer, in consultation with our General Counsel, has day-to-day responsibility for administering our Code and reports regularly to the Governance and Compliance Committee of our Board of Directors on the Code and our other compliance and ethics programs.

## Waivers of the Code

Waivers of any provision of the Code are rare. Waivers for executive officers or directors may only be granted by Haemonetics' Board of Directors or a Committee of the Board and will be promptly disclosed to shareholders, as required by applicable laws and stock exchange regulations. Waivers for other persons may be granted only by the Chief Compliance Officer, in consultation with the General Counsel.

## When violations happen

Our Code is an extension of our Company and our culture. Any violations of our Code, our policies or the law damage the connection we have with our Company and the trust our customers and third parties place in us. That is why we take any violations seriously. Depending on their severity, violations of our Code can lead to disciplinary action for anyone involved, including termination of employment or even civil or criminal penalties when a law has been broken.



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# Our Responsibilities

At Haemonetics, we all play a role in contributing to the behind-the-scenes work necessary to achieve the highest level of quality. We all share the responsibility to protect our Company and help each other succeed.

Every Haemonetics employee shares the responsibility to:

**LIVE OUR VALUES THROUGH OUR CODE.**

Make sure you understand and strictly adhere to our Code, along with the policies and laws that apply to your work. Keep them and our Values in mind in everything you do.

**ASK BEFORE YOU ACT.** We don't expect you to know the ins and outs of every law, regulation and policy. So, before you do something you are not sure about, ask for help.

**WATCH FOR AND REPORT CONCERNS.** We rely on you to stay alert for any activity that you suspect is unethical or illegal. Don't ignore it – report it right away.

Are you a supervisor? You have extra responsibilities:

**MODEL OUR VALUES.** You set the tone for your team. Let them see that you follow the Code and live our Values in everything you say and do.

**BE THERE FOR YOUR TEAM.** Make sure employees know they can come to you when they have questions. Be a good listener and a reliable resource when they have concerns.

**BE PROACTIVE.** If you learn about (or even suspect) possible misconduct, report it immediately. Don't wait for a situation to get worse or tolerate retaliation against anyone who reports a concern or participates in an investigation into a reported concern.



# Making Good Choices

The Code covers a variety of ethical situations, but it can't address every possible scenario. When you are unsure about a particular situation, ask yourself:



Can you answer **“yes”** to each question? That's a good sign – you can probably proceed.  
If you answer **“no”** or **“maybe”** to any of these questions, ask for help before you act.

# Reporting Concerns

Our business is built on trust. We earn our customers' trust, and we expect it from everyone who works for us. Actions that violate our Code, policies or the law can damage Haemonetics and the reputation we have worked hard to build.

If you ever see or suspect a violation of our Code or the law, our policies or our ethical standards, you have a responsibility to speak up about it. That includes our employees, vendors and any third party who works on Haemonetics' behalf. We know that is not always easy to do. There are multiple resources available to you if you have questions or are ready to report a concern:



The Haemonetics Integrity Helpline is available 24 hours a day, seven days a week by phone, online or mail. You are encouraged to identify yourself at the time of the report, but the system will also offer you the possibility to remain anonymous (except in the rare cases where local law prohibits it). Keep in mind that it may be more difficult to investigate and address your concerns if you remain anonymous, or that in certain jurisdictions the processing of anonymous reports is the subject of stricter acceptance criteria or conditions.

An independent third party operates the Integrity Helpline and can take calls in most languages. You can reach the Integrity Helpline by any of the following methods:

**By phone:**

Call 1-888-224-7060  
(toll-free in the United States and Canada)

**Online:**

[haemonetics.ethicspoint.com](https://haemonetics.ethicspoint.com)

# Reporting Concerns

## What happens next?

Haemonetics takes every good-faith report seriously. We are committed to reviewing all reported concerns, conducting proper, fair and thorough investigations tailored to the circumstances, and taking appropriate remedial action. The Company's response to a concern will depend on the nature and severity of the concern and may include initial inquiries and fact-gathering to decide whether an investigation is appropriate and, if so, the form and scope of the investigation. The Company complies with the law in conducting investigations and in applying required security and confidentiality measures to protect the identity of reporters. We expect that employees will cooperate with an investigation and provide truthful information when doing so. When investigating an employee complaint, the Company will maintain confidentiality to the fullest extent possible.

## What about retaliation?

The Company is committed to protecting its employees against retaliation as a result of reporting a potential violation of our Code, our policies or the laws and regulations under which we do business. We are also committed to protecting employees against retaliation as a result of participating in or cooperating with an investigation of such concerns. If an employee becomes aware of an instance or threat of retaliation, it should be reported immediately using the procedure outlined [here](#).

Retaliation is any conduct that would reasonably discourage an employee from reporting good-faith workplace concerns or from cooperating with an investigation or legal proceeding regarding such concerns. Any employee who retaliates against another employee as a result of his or her protected actions as described in this policy may be subject to corrective action, up to and including termination.

## Integrity in Practice

**Q: I believe someone in upper management may be involved in an activity that violates our Code. But not only am I not sure about it, I'm afraid to report a senior-level employee. Couldn't I be fired?**

**A:** No. Above all, you should never fear retaliation for reporting concerns in good faith. No employee at Haemonetics (no matter how senior-level) is above our Code, our policies or the law. Your voice should be heard, no matter what job you hold, and whether or not you have proof that misconduct has occurred.

## Check Our Policies

Global Compliance Program  
Operations Policy  
Reporting and Anti-Retaliation Policy



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# Committing to Quality



We honor the trust our customers place in us by maintaining an unwavering commitment to quality. Quality is at the heart of everything we do and every decision we make.

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# Product Quality, Safety and Effectiveness

## Nothing Less Than Our Best

Haemonetics' products are our strongest link to our customers. Producing anything below our high standards weakens that link, as well as our reputation. We are committed to ensuring the quality, safety and effectiveness of our products. We demonstrate that commitment by having a quality mindset in all we do – by exceeding our customers' expectations and carefully adhering to the regulations and standards that apply to us.



### How We Work

#### Meeting and exceeding requirements.

Product quality, safety and effectiveness begin with complying with the laws that apply wherever our products are sold. These laws are designed to minimize potential hazards and to prevent injury. If your job involves manufacturing our products:

- Be familiar with all of the rules and regulations that apply to our operations to ensure safety and quality. Ask for guidance if you are ever unsure of how these rules apply.
- Follow quality system standards, policies and procedures and good manufacturing practices. Never take shortcuts or make exceptions when developing, manufacturing or testing our products.
- Take personal responsibility for the success of our business by preventing any products from leaving our control that do not meet our standards.



### What kind of rules apply?

Product quality and safety laws cover issues like:

- Fire safety
- Materials construction
- Packaging
- Labeling
- Testing
- Shipping
- Storage
- Disposal

# Product Quality, Safety and Effectiveness

## Nothing Less Than Our Best



### Working closely with vendors and suppliers.

Our vendors and suppliers play an important role in ensuring every component that goes into our products also meets our high standards. If you work with any third party who helps produce our products:

- Monitor their work to ensure that they insist on the same high standards of quality, safety and effectiveness and that they are upholding all applicable laws and regulations.
- Monitor any quality and safety programs and processes vendors have in place as well as their record for safety.

**Protecting our supply chain.** We insist on quality and safety at every stage of our work, from production to distribution. If you are involved at any stage, remember:

- Monitor and ensure quality, safety and the security of our operations across our supply chain and distribution system.
- If you become aware of anyone compromising the integrity of our products or our supply chain (whether it is an employee, vendor or supplier), report your concerns immediately.

### Check Our Policies

Global Quality Manual and Quality Policy



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# Privacy of Personal Data

## Their Information, Our Responsibility

When anyone shares personal data with Haemonetics, whether it is our employees, customers or anyone else we work with, we respect their privacy. We understand our responsibility to handle their information with care, always following data privacy laws to prevent misuse or improper disclosure.



### How We Work

**Complying with the law.** A variety of laws exist around the world related to the proper collection, use, transfer, storage and disposal of personal data. If you access this information in your work:

- Get to know the laws that apply in the countries where you do business and follow them closely to protect personal data.
- Recognize that special protections apply to securing certain categories of personal data, especially Protected Health Information (PHI), which is information about someone's healthcare that could be used to identify them. Other categories of data requiring special protections include identification numbers (like passport and social security numbers), religious affiliation, trade union membership, performance evaluations and an individual's credit card or banking information. If you ever come in contact with PHI or other special categories of data, follow all laws and requirements to handle it properly.

- Ask for guidance if you are unsure about any law or requirement or how it applies to you. If you suspect a violation or breach of data privacy laws, report your concerns immediately.



### What is personal data?

Information that could be used to identify an individual, including but not limited to:

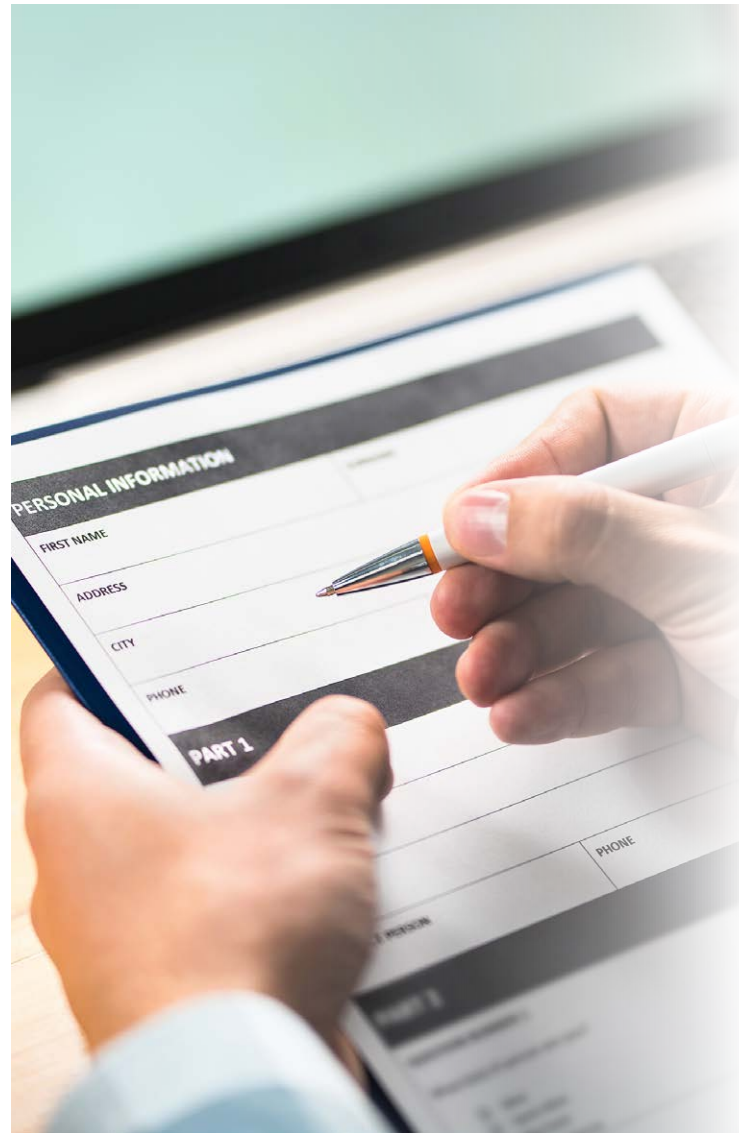
- Name
- Physical or email address
- Phone number
- Social security number
- Date of birth
- Photographs or videos
- Financial information
- Medical conditions and treatment
- Race and ethnicity

# Privacy of Personal Data

## Their Information, Our Responsibility

**Treating personal data like it is ours.** If you are authorized to access any personal data as a part of your job:

- Only use it for legitimate business purposes.
- Practice good cybersecurity, following all Haemonetics' processes and practices to protect our networks, systems and data from unauthorized access.
- Don't share personal data with anyone who is not authorized to see it without written consent. That includes never sharing it in an email or on social media or storing it on a personal device.
- Never send personal data to an unattended recipient device, including a public printer, discuss personal data in a public location or access personal data on an unsecured network (like a public Wi-Fi).



## Integrity in Practice

**Q:** I work in the Human Resources Department and received an email from a coworker seeking the personal address of a colleague, which our HR systems record as part of our employee files. I realize that I can't share this address with anyone outside of Haemonetics, but is it OK to share it with another coworker?

**A:** No, it is not. This information is both confidential and personal. You should only share it with employees who are authorized to see it and have a legitimate business need to use it to do their work.

## Check Our Policies

Global Data Privacy Policy

Global Customer Data Privacy SOP

Global Cybersecurity  
and Data Protection Policy



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# Respecting Each Other



Our workplace is a respectful environment – where everyone feels welcomed and valued, our interactions are courteous and collaborative and every individual has an opportunity to contribute to our Mission.

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# Health and Safety

## Safety Works Here

As a Company, we are committed to making our workplace safe and secure. This includes eliminating unsafe work practices and workplace injuries and illnesses and promoting the health, safety and well-being of all employees, contractors and visitors. Important objectives in achieving our vision include: **creating a positive safety culture, maintaining an effective safety management system and reducing risk in the workplace.** We also count on you to protect yourself and others by staying alert and following safety standards, laws and procedures.



### How We Work

**Making safety our responsibility.** Each of us has a role to play in ensuring a safe, healthy work environment:

- Get to know the environmental, health and safety regulations that apply to you and your work. Complete any required safety training and review and adhere to the appropriate safety policies and requirements.
- Wear or use any Personal Protective Equipment (PPE) required for your job as directed by our policies.

**Preventing substance abuse.** Haemonetics expects us all to be fit for work each day – never under the influence of substances that impair our ability to perform our jobs safely:

- We operate a drug-free workplace and prohibit the use or possession of illegal drugs at work. This prohibition applies to drugs whose use or possession is regulated or prohibited by law, prescription medication that is used in a manner inconsistent with the prescription and lawful controlled substances that have been improperly obtained. Further, employees should not report to work when taking a medication that may interfere with the safe performance of their job duties.
- Haemonetics employees are prohibited from abusing or misusing alcohol during work time or from working with alcohol in their systems.

# Health and Safety

## Safety Works Here

### ➔ Watch for hazards

Stay alert for anything that could harm an employee, customer or members of the public who may be in our facilities. If you see a possible hazard, report your concerns immediately.

**Keeping violence out.** We strive to maintain a collaborative workplace where violence is never allowed. Help us prevent it:

- Watch for warning signs of possible violence, like threats or intimidating behavior, property destruction or possession of weapons, which are prohibited in our workplace.
- Keep your interactions with others calm and productive, free from anger or threats.

### Integrity in Practice

**Q: I noticed a coworker ignoring safety precautions while operating lab equipment. She has been here longer than I have and says she knows what she's doing. Should I say something?**

**A:** Yes. Our safety precautions exist to protect our employees and should never be ignored. Rest assured that an employee reporting safety concerns in good faith is protected from retaliation.

**Q: A coworker showed me a method he uses to speed up production of one of our products. I don't want to try it since it seems like it would cause a safety hazard. What should I do?**

**A:** If you feel comfortable, tell the employee that you're concerned that this method could put his safety (and maybe others) at risk. If you do not feel comfortable or if he continues using an unsafe method, report your concerns right away.



### Check Our Policies

Global Environment, Health and Safety Compliance Policy

Global Environment, Health and Safety Policy Statement

Global HSE Drug and Alcohol Free Workplace Policy

Global HSE Hazard Communication Policy

Local policies, rules or employee handbooks may apply; consult your local HR or Legal representative.

# Diversity and Inclusion

## Our Welcoming Workplace

Our employees are the foundation of our organization, each with their own talents, backgrounds and abilities. The diversity of our teams and their ideas helps build our collaborative, performance-driven culture. We understand the value that each individual brings to our workplace, and we are committed to providing an inclusive environment where every individual has the opportunity to thrive. We expect every Haemonetics employee to do the same.



### How We Work

**Valuing and promoting diversity.** By ensuring diversity, we access a wider talent pool with new and valuable perspectives and ideas. You can help promote diversity by observing the following practices we expect of all employees:

- Keep bias out of your decision-making. Pay attention to your own actions and be mindful of stereotypes or other biased thinking that could influence you.
- When working in teams, welcome everyone's input and new ideas. Listen to different points of view courteously and encourage others to do the same.
- Always promote equal employment opportunities by following the laws that govern equality in employment practices, like interviewing, hiring, promoting and separating employees. See the [Harassment and Discrimination](#) topic for more information.

**Setting a good example.** Even if you don't manage others, you can inspire others to embrace diversity through your own everyday actions:

- Show respect for others by openly discouraging disrespectful or offensive jokes, language or behavior.
- When you are looking for input and ideas, don't always rely on the same sources. Be open to seeking new perspectives from people you might not usually work with.
- If you see or suspect anyone is violating Haemonetics' commitment to diversity and inclusion, [report your concerns](#) right away.



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# Diversity and Inclusion

## Our Welcoming Workplace



### Respect in every interaction

In every conversation, whether it is with a coworker, customer, third-party representative or a member of the public, make sure everyone involved feels:

- Welcomed
- Respected
- Heard
- Appreciated

### Check Our Policies

Anti-Discrimination  
and Anti-Harassment Policy

Local policies, rules or employee handbooks may apply; consult your local HR or Legal representative.



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# Harassment and Discrimination

## Support and Respect One Another

When our employees come to work, they should feel appreciated and respected – never intimidated, harassed, discriminated against or excluded. Haemonetics is committed to maintaining a workplace that highlights mutual respect and fairness, and each of us has a responsibility to promote these principles in our culture.



### How We Work

#### Recognizing and preventing harassment.

Harassment is behavior that could create an abusive, hostile or intimidating work environment, and is motivated by or targets an employee's gender, race, color, religion, age, ethnicity, disability, veteran status or any other classification protected by law. Sexual harassment includes unwanted sexual advances, requests for sexual favors or visual, verbal or physical conduct of a sexual nature that impacts or interferes with an employee's work environment.

Harassing conduct undermines our collaborative and respectful culture, and it will not be tolerated at Haemonetics. To help keep this behavior out of our work environments:

- Be mindful that, even when you have strong relationships, including friendships, with your colleagues and/or customers, you must still engage with them professionally at all times.

- Encourage appropriate communication and behavior by your colleagues and, where possible, speak out against any inappropriate conduct you witness or experience while at work.



#### Is this harassment?

Harassment can be visual, verbal, physical or electronic and often includes:

- Degrading words (written or spoken)
- Offensive remarks or jokes
- Suggestive or inappropriate gestures
- Sharing or posting offensive materials
- Sexual flirtation or requests
- Bullying, mobbing or emotional abuse

# Harassment and Discrimination

## Support and Respect One Another

**Preventing discrimination.** Haemonetics is committed to giving everyone an equal opportunity to participate and succeed in the workplace, regardless of their gender, race, color, religion, age, ethnicity, disability, veteran status or any other classification protected by law. To help keep discrimination out of our work environments:

- Familiarize yourself with the employment laws that apply to you and adhere to them.
- If you are involved in employment decisions like hiring, promoting and separating employees, base your decisions on lawful characteristics like skills, merit and job requirements, and never on protected classifications like race, gender, age, nationality, religion or the like.

If you have been subjected to inappropriate conduct while at work, or if you know of someone who has, report your concerns immediately to any of the resources listed under [Reporting Concerns](#), so Haemonetics

can investigate and take appropriate action. Remember, we will not tolerate retaliation against you for reporting a concern in good faith or participating in an investigation into such a concern.

### Integrity in Practice

**Q: While out with our team after work hours, one of my coworkers repeatedly asked me if I wanted to leave and get a drink with him alone. His comments and persistence made me uncomfortable. We were not at work at the time and since his comments were not explicitly sexual, should I just ignore this?**

**A:** No, you should not just ignore this. Your coworker has an obligation to act professionally with you, even after work hours. If you can, let your coworker know that this behavior is unacceptable. If this coworker continues or you're not comfortable confronting him directly, report your concerns so that the Company can take appropriate action.



### Check Our Policies

Anti-Discrimination  
and Anti-Harassment Policy

Local policies, rules or employee handbooks may apply; consult your local HR or Legal representative.

# Protecting Our Organization



**We take pride in Haemonetics and the work we do.  
We should all do our best to protect it.**

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# Confidential Information

## Respect and Protect It

Haemonetics' products are the result of information and ideas that we have created and collected since our founding. They are vital to our business and our decision-making – allowing us to continuously innovate and improve our products and services. Failure to protect this information could harm our business, our customers, and ultimately, patients and donors. That's why we recognize our responsibility to protect confidential information, including our intellectual property, from disclosure and misuse.



### How We Work

**Knowing what to protect.** Information is a key component of our daily work. It comes in a variety of forms, but all of it must be protected.

**Confidential Information** – It's non-public or proprietary information about our business or our products that could include, but is not limited to, the following:

Strategic business plans	Product performance or specifications
Capital investment plans	Clinical study information
New product plans or offerings	Employee information or salaries
Financial data	Vendor, customer or patient information

**Intellectual Property (IP)** – These are things we create that are unique to Haemonetics and make us more competitive in our industry. Most IP items must be kept confidential, including:

Product development research	Trade secrets
Customer or supplier lists	Creative materials or strategies
Manufacturing technology	Designs, inventions or patent applications
Software source code or process algorithms	Product process methodologies

# Confidential Information

## Respect and Protect It

### Protecting information by not sharing it.

If you have access to any confidential Haemonetics information:

- Never share it with anyone outside of Haemonetics, even if there is a business relationship, without first consulting the [Legal Department](#).
- Internal communications involving such information should be shared only with those who are authorized to have the information.
- When working or meeting in public, be mindful that any confidential information or IP on your computer screen is shielded from view and that any conversations including confidential information cannot be overheard.



### Protect it forever!

Did you know, your duty to protect confidential information doesn't end when your employment does? If you leave Haemonetics, do not share confidential information or IP of Haemonetics with a new employer or ask a new hire to share confidential information from their previous employers.

**Accessing information carefully.** To make sure you handle our confidential information and IP properly:

- Always follow our policies. Only access the information you need to do your job, and store it on approved Haemonetics systems – never on a personal computer or device or unapproved cloud-based storage system. Never send our confidential information or IP over an unsecured network, like public Wi-Fi. Never use your

personal email account for work-related communications.

- If you want to use our trademarks or logos, get authorization from the Legal Department first, and if you write publications or case studies that reference Haemonetics or our products, have them reviewed and approved by Legal before their release.
- Not sure if something is confidential? Ask for guidance, or simply treat it like it is.



### Check Our Policies

Global External Communications Policy  
Global Data Privacy Policy



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# Use of Company Assets

## Protection and Proper Use

Like every business, Haemonetics has assets – things of value that help us do our jobs. Our assets are all around you – everything from our computers and equipment to our email system, research, intellectual property and technology – they are all vital to our day-to-day business and our future growth. We have a responsibility to respect them and protect them.



### How We Work

**Caring for our property.** Haemonetics entrusts you with a variety of assets to help you do your job. We expect you to take good care of them. That means:

- Use Company assets in a responsible manner and as they are meant to be used, keeping personal use to a minimum.
- Protect assets from being lost, stolen or damaged.
- Never take any Company assets away from our facilities for personal use.
- Never allow unauthorized people – including friends and family – to use or have access to our assets.

**Keeping our facilities safe and secure.** Just as you secure your home, we have security procedures in place to protect Haemonetics' facilities:

- Follow our procedures carefully.
- Never allow unauthorized individuals into our facilities who don't have proper security access or identification.

**Securing our systems.** From malware and phishing to denial of service and other ongoing threats, attacks on corporate networks get more sophisticated every day. It's our job to help stop them by following our computer and network security policies and procedures. To prevent unauthorized access to Haemonetics' systems:

- Never share your system access credentials or password with anyone, either inside or outside of Haemonetics, even a friend or trusted colleague.
- Keep unauthorized software off our devices. Only use software that we have licensed – never install unauthorized software onto a Company device or copy our software to another device.

Have any of our assets been lost, stolen, damaged or misused? Let us know right away. Report your concerns.

# Use of Company Assets

## Protection and Proper Use



### Integrity in Practice

**Q:** My spouse and I have a small baking business that we work on at night and on weekends. There are times at work (like during lunch) when I like to check our emails and order supplies. Is it OK to do this on my Company-issued laptop from time to time, as long as I get my work done?

**A:** There may be times when limited personal use of your Company-issued laptop is acceptable, but not for a personal business. Personal use of Company assets should be occasional, and it should never interfere with your work for Haemonetics. We also prohibit the use of Company-issued devices to view or share inappropriate content or to gamble or take any action that is illegal, offensive or discriminatory.

**Q:** I have received an email from an unknown sender at work that contains a link. Since Haemonetics provides us with anti-virus protection, I should be protected from any viruses if I click on the link, right?

**A:** No. You still need to use caution. While we do provide strong systematic defenses, we can still be vulnerable to a cyberattack if you click on a link from an unknown source. Use caution and never click on links or attachments like these. Report the suspicious email to IT Security if you're ever unsure.

### Check Our Policies

Global Use of Company Assets Policy

# Accurate Recordkeeping and Financial Reporting

## Documenting Our Integrity

We believe in keeping good records. When any of us creates or updates a business record (no matter how small a record), it is important that we do it accurately and honestly so we can make responsible business decisions and provide reliable information to investors, customers, business partners and government agencies.



### How We Work

**Ensuring accuracy and transparency.** Every entry in our records must be accurate, no matter its size or type. This enables us to make good business choices and communicate honestly with our shareholders, customers, business partners and other stakeholders. As a public Company, we must also comply with our obligations under U.S. securities laws to maintain accurate records and disclose information about our business and financial performance in a timely manner. You can help ensure integrity in our records:

- Comply with generally accepted accounting principles, internal controls and all relevant laws, regulations and Haemonetics policies.
- Record all accounting entries and business transactions in a timely and accurate manner – never falsify or alter an entry in a misleading way to misrepresent expenses, costs or transactions.
- Submit accurate records to internal and external auditors on time.

- Never open or close a corporate account without approval or sign documents unless you are authorized.
- Be able to back up all expense reports and invoices with supporting documentation before submitting or making a payment on our behalf.



### How do I impact our records?

You impact our records when you handle things like:

- Timesheets
- Expense and financial reports
- Sales data
- Safety or quality records
- Regulatory filings
- Invoices or purchase orders
- Tax records

# Accurate Recordkeeping and Financial Reporting

## Documenting Our Integrity

**Managing records responsibly.** Integrity matters throughout the lifecycle of our records. You should manage them with care, even when you are not making entries:

- Never destroy documents we should retain to meet our financial, legal or tax obligations, unless permitted by Haemonetics' policies.
- Never falsify documents or violate our Code because of any actual or perceived pressure to achieve a financial goal or other result.
- Use care with documents that are subject to a legal hold or are needed for an investigation or legal proceeding. In this case, don't destroy them, even if their scheduled destruction date has passed.
- If you prepare information for government or regulatory authorities, be transparent and keep our records well-organized.

**Knowing what to watch for.** Each of us has a responsibility to stay alert and protect our records and transactions:

- Watch for activity like false or misleading entries, omissions, costs assigned to the wrong projects, requests to alter documents, unrecorded assets, liabilities or funds.
- Watch for unusual payments, fund transfers or other irregularities in our transactions. This could be a sign of money laundering, where illegally generated funds (like through terrorism or drug trafficking) are run through a legal business.
- Have you noticed any signs of our records being falsified, altered or mishandled? Report your concerns immediately.

## Integrity in Practice

**Q:** I work in Sales, and one of my customers has asked that I alter their invoice so that it shows a higher price than they actually paid and also to misrepresent the country of delivery. I want to stay on good terms with this customer, so should I agree to do this?

**A:** No, you should not. No one has the authority to ask to alter or misrepresent our records. Talk to your supervisor before taking any further action.

## Check Our Policies

Global Travel and Business Expense Reimbursement Policy

Global Data Classification, Governance and Retention Policy

Global Statement of Accounting Policy

Global Finance Policy – Revenue Recognition

Global External Communications Policy



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# Conflicts of Interest

## Unbiased Decisions. Better Outcomes.

When we work for Haemonetics, every decision we make and every action we take must be based on our Company's needs. We must never place ourselves in situations that could put our personal interests before the interests of the Company.



### How We Work

**Learning to recognize possible conflicts.** A conflict of interest exists when your personal interest interferes or appears to interfere with your duties to Haemonetics. You should avoid any relationships that could impair or unduly influence our ability to work objectively and effectively. Any activity that involves a potential or apparent conflict of interest must be reviewed and approved by management or, in certain cases, the Board of Directors or a designated Board Committee before the activity is undertaken.

Conflicts of interest come in all shapes and sizes, and they can influence our decision-making on Haemonetics' behalf.

Examples of common conflicts are:

**Personal relationships** – While Haemonetics does allow relatives or people in relationships to work together at the Company, they may not supervise each other. It is also prohibited for employees to engage family members or someone with whom they have a close personal relationship to do business for Haemonetics, for example as a vendor. Relationships like this could also be perceived as favoritism or look like a conflict.

**Outside employment** – Having another job outside of your work for Haemonetics could be a conflict of interest if it negatively impacts your job with our Company or if you are working for a customer, supplier, competitor or other entity that has the potential to impact Haemonetics business.

**Personal investments** – Having any significant financial investment in a company that does business with Haemonetics, competes with us or wants to do business with us can lead to a conflict of interest. This also applies to family members' investments.

# Conflicts of Interest

## Unbiased Decisions. Better Outcomes.



**Gifts, favors and entertainment** – An offer or acceptance of a gift, discount or any other favor from a supplier, vendor or other third party could influence your decision-making, creating an actual or perceived conflict of interest. Protect your business decisions from improper influence by refusing any inappropriate offers.

**Corporate opportunities** – Accepting an opportunity for yourself that you found through your work with Haemonetics, without first offering it to Haemonetics, or using Company property or information for your personal gain could also lead to a conflict of interest or cause you to compete with our Company.

**Related Party Transactions** – Special rules also apply if you are an executive officer or a director of Haemonetics. Please see our Related Party Transactions Policy for more information.

**Putting Haemonetics first.** It may not always be easy to spot a conflict of interest, but you can avoid them:

- Remember we do not give or accept any gifts or favors if the purpose is to influence a business decision.
- Tell your supervisor, HR business partner or the Legal Department right away about any situation that might be a conflict of interest. When we know about the situation, we can help you determine if it is a conflict, and if so, how to avoid it.



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# Conflicts of Interest

## Unbiased Decisions. Better Outcomes.

### ➔ Is it a conflict of interest? Ask yourself ...

- Would you or a family member or friend benefit from the relationship?
- Could it harm Haemonetics' reputation or business interests?
- Will you use Haemonetics' assets?
- Could someone else reasonably see it as a conflict of interest?
- Will it interfere with your work for Haemonetics?
- Am I a director or executive officer, in which case additional rules may apply to me?

### Integrity in Practice

**Q:** There is an open position in my department. A customer of mine asked me about it since he thought his son would be perfect for the role. Do I need to disclose it if he applies?

**A:** Yes, you should disclose this situation. Since this is your department, it may not be appropriate for a customer's son to work with you. This situation may give the appearance of preferential treatment. Your supervisor, HR business partner or the Legal Department can let you know if this is a conflict and tell you how to handle it.

**Q:** One of Haemonetics' vendors usually sends me a fruit basket around the holidays. Can I accept this?

**A:** Yes. A fruit basket tends to be modest in value and because you receive them infrequently, it is not likely that accepting this gift would inappropriately influence a business decision. If that is the case, you can accept the gift.

**Q:** After working together for a year, a vendor has sent me a gift to thank me for our business – front-row tickets to a concert. May I accept them?

**A:** Accepting tickets to a concert (or play, sporting event or other gifts) from customers, suppliers or vendors that have more than a modest value may create an actual or perceived conflict of interest that could impact your judgment. You should review this offer with your supervisor and the Legal Department before accepting.

### Check Our Policies

Related Party Transactions Policy  
Global Conflicts of Interest Policy



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# Speaking on Behalf of Our Organization

## Communicate With Care

Communicating consistently and accurately to our customers, investors and communities is vital to Haemonetics' success. It also helps us meet our obligations and protect our confidential information, so we make sure that only authorized individuals speak on our Company's behalf.



### How We Work

**Ensuring a consistent message.** As Haemonetics employees, the things we say outside of our workplace can be seen as official Company statements. That's why we have designated individuals who are trained to speak on our behalf. You can help Haemonetics maintain consistent, professional and accurate communications about our Company, our businesses and our products and services:

- Make sure only authorized individuals give speeches or presentations or speak at industry events.
- Never speak for Haemonetics if you are not authorized – even if your intentions are good and you see an opportunity to respond to something, whether positive or false or misleading either online or in other public forums. Talk to the [Global Communications Department](#), your supervisor or the [Legal Department](#) first.
- If you receive a request to provide a comment on behalf of Haemonetics, refer

investors to [Investor Relations](#) and refer media (and all other) requests to the [Global Communications Department](#).

- If you are communicating with a government official or providing reports, documents or disclosures, remember your obligation to be accountable and transparent. See [Accurate Recordkeeping and Financial Reporting](#) for more information.



### How do I get authorization?

Before agreeing to make a speech or presentation or participate in a panel on Haemonetics' behalf:

1. Get written approval from your supervisor and your Department Head.
2. Notify and obtain approval from the [Global Communications Department](#).
3. Consult the Global External Communications Policy to see all required approvals.

# Speaking on Behalf of Our Organization

## Communicate With Care

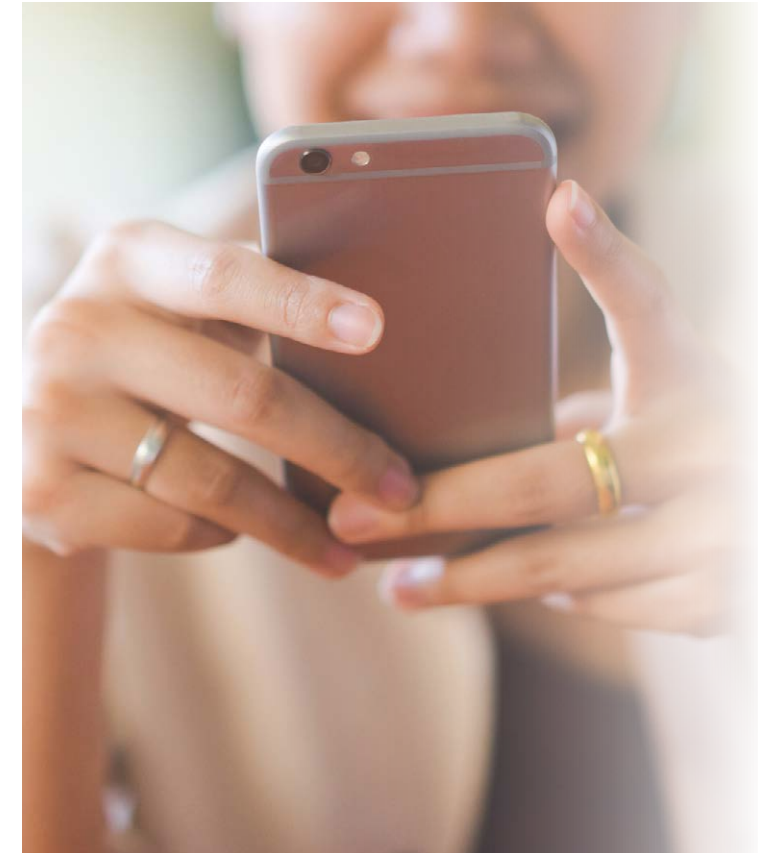
**Using care on social media.** Haemonetics supports responsible use of social media, but careless or inappropriate posts could damage our Company or our reputation. Be thoughtful in your use of social media:

- When posting on social media channels, blogs, chat rooms or other public forums, be clear that you are a Haemonetics employee, your opinions are your own and they don't reflect any official Company position. Never give the impression that you are an official Haemonetics spokesperson.
- Be positive and productive in your social media posts. In any interaction, make sure your comments are helpful, thoughtful and courteous, and always aligned with our Values, the Code and our policies.
- Never share any material on social media that is confidential, illegal or violates Haemonetics' policies relating to employee conduct.

## Integrity in Practice

**Q:** While attending an industry networking event, I am introduced to a reporter. We make small talk and he inquires about an ongoing project at Haemonetics with which my team is involved. Only certain parts of this project are confidential, and it is going well overall. I feel comfortable giving him an update on the non-confidential parts of the project my team is driving. I also think if I give him this information now, he will probably cover us favorably in his publication in the future. Is that OK?

**A:** No. Employees should not engage or share information with media unless they are given specific permission by the Global Communications Department to act as an authorized spokesperson for the Company. Instead of providing any further information, whether confidential or not, the employee should offer to connect the reporter with the Global Communications Department for more clarity and details around the project.



## Check Our Policies

Global External Communications Policy  
Anti-Discrimination and  
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# Doing What's Right



At Haemonetics, we work hard to innovate, to drive greater possibilities in healthcare and, most importantly, to do these things with integrity and a commitment to doing what's right.

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# Legal and Regulatory Compliance

## Excellence Through Compliance

As a member of the healthcare industry, Haemonetics has a responsibility to uphold the laws and regulations that apply to our business, products and services around the world. We understand that these laws are there to protect the patients, donors, customers and investors we serve. That is why we are committed to upholding both the letter and spirit of the law wherever we do business.



### How We Work

**Understanding what's required.** Our industry is highly regulated, and the laws that apply to us vary from country to country.

- Make sure you understand how these laws apply to your work and the way that Haemonetics:
  - Manufactures, distributes and supports our products
  - Conducts research and development
  - Promotes, markets and sells our products and services
  - Interacts with Healthcare Professionals (HCPs), Healthcare Organizations (HCOs) and government representatives
- Take all required training to stay up-to-date on the laws and any changes that may impact your work.

### When laws conflict

Be aware that the laws of multiple countries may apply, depending on where you are doing business. If these laws appear to conflict, follow the stricter requirement. When in doubt, contact the Legal Department for guidance.

**Promoting compliance.** Failing to comply with laws and regulations can lead to serious consequences, both for Haemonetics and for you, including damage to our reputation and civil and criminal penalties. We rely on you to help us comply. As a Haemonetics employee, you are expected to:

- Uphold the Company's Values and act with integrity in everything you do.
- Follow all laws, guidelines, policies and industry codes related to your work.

# Legal and Regulatory Compliance

## Excellence Through Compliance



**Reporting potential violations.** Each of us has a responsibility to report activity that could violate applicable laws and regulations:

- Stay alert and watch for potential violations of the law, regulations, our policies or our high standards. Don't ignore your concerns or adopt a "wait and see" attitude.
- Report your concerns immediately. We take concerns seriously and promptly investigate them. Remember, failing to speak up about violations can result in disciplinary action.

If you ever have questions about how certain laws or regulations apply to you or your work, ask for guidance. Talk to your supervisor or contact the Legal Department.



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# Interactions With Healthcare Professionals

## Ethical Partnerships

Positive, productive and long-term interactions with healthcare professionals (HCPs) are essential to Haemonetics' Mission to develop innovative medical technology products and services that improve the quality, effectiveness and efficiency of care. Collaborating with HCPs enables Haemonetics to develop high-quality products, educate others on their safe and effective use, and ensure the best clinical outcome for customers, patients and donors.



### How We Work

**Complying with high standards.** Laws and industry codes around the world set high standards for how we interact with HCPs. It is important that Haemonetics employees and any third parties who represent us comply with these high standards. Failure to do so can have severe consequences and impact Haemonetics' reputation and our ability to do business around the world.

**Interacting carefully with healthcare professionals.** At Haemonetics we strive to avoid even the appearance of improper influence in our interactions with HCPs. If you interact with HCPs as a part of your work:

- Always act with integrity and make sure that Haemonetics is succeeding based on the merits of our work – never based on unethical interactions.

- Never try to inappropriately influence an HCP's judgment, such as by offering something of value to a healthcare professional to encourage them to prescribe, use, purchase or recommend our products or services. See [Legal and Regulatory Compliance](#) for more information.



### Talking to Healthcare Professionals?

If you are discussing our products with a Healthcare Professional, use extra care. Remember that special rules apply to our interactions with them, so avoid anything that could look like an inappropriate offer.

# Interactions With Healthcare Professionals

## Ethical Partnerships

**Respecting HCPs' decisions.** It is critical that HCPs use their own judgment and make their own decisions in the best interests of their patients:

- Make sure HCPs have the latest, most accurate information available about our products and services.
- Never interfere with an HCP's relationship with a patient by attempting to influence their medical recommendations. Focus on educating the HCP on appropriate application and use of our products.

**Business courtesies.** It is important to follow our policies related to gifts, meals and entertainment for HCPs:

- We do not give anything to an HCP if the purpose is to influence a business decision.
- We do not provide cash or cash equivalents like gift cards.
- We do not provide entertainment of any kind, including sports, theater or concert tickets.
- Meals may be provided only if they are related to a substantial business discussion

and are modest in value. Spouses and guests are not permitted to attend HCP meals. Please see our HCP policies for more specific guidance.

- Keep in mind that gifts of any kind (and of any value, no matter how small) to HCPs may be prohibited by law, regardless of intent, so always follow our policy and check with the [Legal Department](#) or [Compliance Department](#) if you have questions.

### Integrity in Practice

**Q: I'm organizing a presentation to educate some HCPs about our products. Since it will last most of the day, I'd like to take them out for a nice steak dinner after we're done to show our thanks. Is this OK?**

**A:** No, it isn't. When dealing with HCPs, we must be especially careful to follow high ethical standards relating to gifts, meals and entertainment to avoid even the appearance of something improper. Any meals offered must be modest and

associated with the actual presentation or substantial business discussion. A meal provided to an HCP to "show our thanks" would not be appropriate.

**Q: I was recently talking to an HCP who was trying to decide about purchasing one of our products. She also mentioned a charity that she does work for, and it's one I feel strongly about supporting. Would it be OK if I donated to this charity as well?**

**A:** No, it wouldn't. Although your intentions are good, your donation could appear as if you are trying to influence the HCP's judgment. Look for another charity to support or another way to support the cause you're interested in.

### Check Our Policies

Global Interactions With Healthcare Professionals and Healthcare Organizations Policy



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# Anti-bribery and Anti-corruption

## Earning Success Ethically

When we succeed in business, it is because we have earned it. We won't win based on bribes or acts of corruption, which harm our reputation and violate our Code, the law and our commitment to uphold the highest ethical standards. At Haemonetics, we are committed to complying with anti-bribery and anti-corruption laws wherever we operate and expect any third parties we work with to do the same.



### How We Work

**Know the laws wherever you work.** Laws that prohibit bribery and corruption vary around the world, but they prohibit unethical acts like kickbacks, bribes and other inappropriate favors:

- Understand the laws that apply to you. Also understand the consequences for violating these laws, which can include prison time and fines.
- Ask for guidance from the [Legal Department](#) if you ever have a question about a law or regulation, or if laws in different countries seem to conflict.

**Work ethically with third parties.** As Haemonetics employees, we are responsible for our own actions and the actions of third parties who represent us, including suppliers, vendors, distributors and sales agents:

- If you select or work with our third-party business partners, make sure they are subject to Haemonetics' due diligence process. Choose only honest and reputable organizations and monitor their work to make sure they share our commitment to act with integrity.
- Never offer to or accept from a third party anything that might look like an attempt to influence a business decision, even if it seems like the most efficient way to get something done. See [Interactions With Healthcare Professionals](#) for more information.
- Don't ignore unethical acts. [Speak up](#) immediately if you are aware of possible bribery.
- Let business partners know what we expect about this behavior. Share our [Expectations for Suppliers](#).

# Anti-bribery and Anti-corruption

## Earning Success Ethically



### What does a bribe look like?

Bribes may take many forms, including:

- Meals, beverages or entertainment
- Gifts (of any size)
- Job offers
- Discounts
- Cash or a cash equivalent like a gift card
- Preferred status or contracting terms
- Charitable contributions

### Use special care with government officials.

Remember that interactions with any government representative (including employees of state-owned entities, like state-run hospitals) are held to an even higher standard of integrity:

- A number of laws strictly prohibit us from improperly influencing government officials. Know them and follow them.
- Never pay for or facilitate entertainment, personal travel or recreation of any kind for any government official.
- Never pay a facilitation or “grease” payment to a government official to speed up a routine government action – no matter how small (or how customary) it is where you are doing business.
- Never offer, attempt to offer or accept any kind of kickback or payment related to a government contract or a commission that is contingent on securing a contract.



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# Anti-bribery and Anti-corruption

## Earning Success Ethically



### Integrity in Practice

**Q:** While reviewing an expense report, I noticed a large payment to a physician who is consulting for services related to obtaining approvals for a new product. There was no supporting documentation to go along with it. Should I say something?

**A:** Yes, you should. Payments to HCPs for consulting services are subject to our HCP policies and approval processes. Payments to HCPs for consulting services should follow the appropriate internal payment process and should not be submitted on an employee expense report. If the individual who submitted the expense does not provide proper documentation, or you suspect a violation of our policies, contact your supervisor or the Legal or Compliance Department to report your concerns immediately.

**Q:** I am working with a consultant in another country to obtain a particular certification for our facility there. The consultant said we could speed up the process by

paying a small, customary fee. Would this be OK as long as I'm not paying a government official directly?

**A:** No, it wouldn't. We never make payments like this to speed up any government action – whether it goes directly to the official or through a consultant. Refuse to make the payment and talk to the Legal or Compliance Department for additional guidance.

### Check Our Policies

Global Interactions With Healthcare Professionals and Healthcare Organizations Policy

Global Third Party Due Diligence SOP

Global Anti-Bribery/Anti-Corruption (ABAC) Policy

Expectations for Suppliers

# Fair Competition

## Play by the Rules

Relying on unfair and illegal tactics to succeed harms both the marketplace and the communities and people we serve. That is why Haemonetics only relies on our own strengths. We never resort to practices that violate competition laws and prevent others from competing.



### How We Work

**Following the law, no matter where you work.** You can help Haemonetics support fair competition and avoid the appearance of anti-competitive activity:

- If you deal with competitors, customers or business partners in your work, understand that competition laws apply to you. They differ from country to country, but they all involve being honest in your interactions. Know the laws that apply wherever you work.
- Contact the [Legal Department](#) for guidance if you ever have a question about a law or a particular agreement or interaction.

**Using care in every conversation.** If you ever interact with a competitor at a trade show or another industry event, be aware of anti-competitive conversations:

- Avoid any conversations related to competitive topics like contract terms, prices or bids.
- If you find yourself in an anti-competitive conversation, stop the conversation and explain that it is inappropriate. Then leave the situation and notify the Legal Department.



### Is this conversation with a competitor OK?

Ask yourself: Are we talking about ...

- Fixing product or service prices or terms of sale?
- Keeping a new competitor out of the market?
- Determining what products or services to offer?
- Dividing markets, customers or territories?
- Restricting resale of products?
- Boycotting a competitor or customer?
- Any other strategic information such as new technologies and R&D programs?

If you answer “yes” to any of these questions, consider it a warning sign to stop the conversation.

# Fair Competition

## Play by the Rules



### Gathering competitive information ethically.

If you research competitive information for your work:

- Only use information found through public sources (like websites, articles and press releases).
- Never accept or use information that was obtained illegally or unethically, like another company's confidential information.
- Any participation in med-tech industry association activities must not serve as a platform to share confidential information. For example, even the simple receipt of non-public information about a competitor's new technology may be problematic. If you receive non-public information about a competitor, you should report it to the [Legal Department](#).

### Integrity in Practice

**Q:** I met someone at a trade show who used to work for a competitor. She shared some information about a new product line her former employer is developing. Is it OK to share this with Haemonetics?

**A:** No, it isn't. This individual may be sharing confidential information about her old employer that isn't available to the public. Using this information to our advantage violates our commitment to supporting fair and honest competition.

### Check Our Policies

Antitrust Compliance Policy

# Marketing and Sales Practices

## Promises We Can Keep

At Haemonetics, we are transparent and communicate truthful information. We are committed to always showing integrity in our marketing and sales practices. What we can and cannot say about our products is often highly regulated and tied to specific information that is provided to regulatory authorities around the world.



### How We Work

**Showing integrity and honesty.** If you promote Haemonetics' products or services, you have a responsibility to communicate truthfully:

- Provide only approved materials on the products and services we offer.
- Follow all advertising laws that apply to us by never making false claims about our products – or about our competitors' products. Only market or promote our products for “on label” indications.
- Remember that we can be held responsible for any reasonable interpretations someone might make about the claims we make. Focus on complete accuracy and transparency.
- Make sure any visuals we use accurately represent our products.
- Avoid any actions that could create the appearance of impropriety, including disparaging competitors, inflated claims or other deceptive marketing communications.

**Being able to back up our claims.** We must have solid facts behind the claims we make. If you are involved in product labeling or marketing:

- Be prepared to back up any claims about our products with well-documented scientific evidence – whether it is our research or other findings that have been collected fairly and verified.
- Get proper approvals for the claims we make and before sharing any advertising or promotional materials.
- Never alter our clinical data in any way or our product labels without prior approval.

# Marketing and Sales Practices

## Promises We Can Keep



### Promote products honestly

Remember, our products have a specific intended purpose, and we must never misrepresent that purpose to influence an HCP's decision-making. Promote our products only for their approved use.

### Check Our Policies

Global Advertising and Promotion Policy



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# International Transactions

## Integrity Without Borders

At Haemonetics, we do business around the world. Working internationally gives us an opportunity to reach new markets and bring our products and services to people everywhere. It is also a tremendous responsibility, since a variety of laws apply to us – everything from trade controls and regulations to boycott laws and sanctions. We are committed to conducting ethical and compliant imports and exports wherever we do business.



### How We Work

**Knowing and following export controls.** If your work involves international transactions (including the transfer of goods, software, source codes, technologies or services) you have a responsibility to follow the laws that apply to Haemonetics and our business partners, customers and third parties:

- Pay special attention to laws that cover import and export activities, such as:
  - Classification
  - Shipment authorization
  - Business partner screening
  - Trade embargoes and sanctions
  - Licensing
  - Documentation and reporting
  - Record retention

Violating these laws could mean civil and criminal penalties – even a suspension of our privilege to conduct international trade.

- Take special care with business partners who provide Haemonetics with goods, software, source codes, services and technology requiring an export license. Make sure they tell us how items are classified, including any license determinations, in writing.
- Be aware of regulations related to export sanctions and controls and make sure that the product's "end use" complies. That includes the transfer of goods, software, source codes, technologies and services.
- If you notice that an international trade compliance law conflicts with U.S. law or Haemonetics' Code or policies, contact the Legal Department.



# International Transactions

## Integrity Without Borders

### ➔ International transactions are ethical when ...

- We have complied with all regulatory requirements.
- All records are accurate, transparent and complete.
- We aren't paying facilitation fees.
- The proper declared value is used to clear imports and exports.
- The final destination is known and confirmed.
- It doesn't involve trade with an embargoed country or with sanctioned parties or individuals without proper prior authorization from the government.
- There is no participation in a boycott of any country.

### Trading with partners who share our Values:

- If you are involved in selecting international business partners or third parties, do as much research as possible to ensure that they operate ethically and support our Values.
- Monitor relationships with third parties to prevent possible violations of trade law. If you suspect a violation, report your concerns immediately.



### Integrity in Practice

**Q:** I noticed that an invoice doesn't seem to match the materials we received in an international shipment – the amount due is less than what we anticipated. Since this works in our favor, should I say something?

**A:** Yes, you should. Invoices must always be accurate – regardless of whether or not it benefits our Company. Point out the discrepancy to your supervisor right away.

### Check Our Policies

Global Trade Compliance Policy  
Global Third Party Due Diligence SOP

# Insider Trading

## Ethical Investing

We do not engage in insider trading. We do not share non-public information about Haemonetics or other companies that we learn through our employment or other involvement with Haemonetics, and we never use that information for personal gain or to benefit anyone else.



### How We Work

**Understanding insider trading.** Unlawful insider trading occurs when you buy or sell stocks or other securities of Haemonetics or a third party we do business with while in possession of material non-public information about Haemonetics or that third party. The prohibitions against insider trading also apply to tipping others about such information. Doing so is a serious violation that can harm the securities markets and the Company's reputation. It is also against the law and carries significant penalties, including termination of employment, fines and even imprisonment. (See our Securities Trading Policy for more information.) Begin by understanding the basics:



### What information is covered in Haemonetics' Securities Trading Policy?

- Guidelines for complying with securities laws and regulations relating to trading Haemonetics and third-party securities
- Haemonetics' policies against insider trading and certain other aggressive or speculative trading, including prohibitions on hedging Haemonetics securities
- Information on Haemonetics' trading pre-clearance and blackout policies
- Information on 10b5-1 trading plans and certain exceptions to trading prohibitions under the policy

# Insider Trading

## Ethical Investing

**Material information** – This is information that may affect the price of a company's stock if made public or that an investor would likely consider important when deciding whether or not to buy, sell or hold securities. Material information includes both positive and negative – favorable and unfavorable – information, including:

- Changes in senior management
- Financial results, projections and forecasts
- News of potential acquisitions, sales, mergers or disposals
- Significant events relating to company products, including launches, recalls and contract negotiations

**Non-public information** – This is information that only people inside a company or who work on its behalf might be aware of – it hasn't been made available to the general public.

**Recognizing your responsibilities** – If from time to time you have material non-public information about Haemonetics, our customers or other third parties that you learn through your employment or other involvement with Haemonetics, you have important responsibilities:

- Don't disclose material non-public information to others – protect it.
- Don't buy or sell Haemonetics' or any other company's securities while in possession of material non-public information.
- Never share inside information with others unless there is a legitimate business need to know. If you share such information with family, friends or others and they trade based on it, you could be found liable for "tipping," which is equally illegal.

- Carefully read and follow Haemonetics' Securities Trading Policy. If you ever have questions about the Securities Trading Policy, including whether or not you may trade, contact the [Legal Department](#).
- Keep in mind that violating insider trading laws and Haemonetics' Securities Trading Policy can lead to serious consequences for anyone involved, including termination of employment, criminal investigations, fines and prison time.



# Insider Trading

## Ethical Investing



### Integrity in Practice

**Q:** I overheard a coworker's phone conversation with a customer that involved the potential departure of a C-level executive at that customer's company. Since no one actually tipped me with this information, is it OK to use it to sell some stock that I own in the customer's company?

**A:** No, it isn't. Even though you weren't directly tipped with this information, you learned it through your job, and it's not public knowledge. Don't trade while in possession of this information until it is released to the public, such as through a press release.

### Check Our Policies

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# Respecting Our Community



We do our part to help people live better, healthier lives while preserving human dignity and protecting our environment.

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**RESPECTING OUR COMMUNITY**

# Environmental Protection

## Our Communities, Our Responsibility

We are committed to operating responsibly, conserving resources and meeting all environmental requirements that apply to us.



### How We Work

**Being proactive and protective.** Each of us consumes resources each day, but we can reduce our impact on the environment:

- Whenever you can, practice conserving, recycling or re-using resources (such as bottles, cans, cardboard and plastic). When you do, you reduce the amount of waste our Company generates.
- Be aware of natural resources you use, like water, air, paper products and other raw materials. Focus on preserving these resources and using them responsibly to reduce your footprint.

**Closely following the law.** A variety of environmental laws and regulations apply to our business, and we have a duty to uphold them. If you are involved in manufacturing our products, remember your obligation to:

- **Promote sustainability.** If your job involves procurement, follow our procedures for responsibly obtaining materials.

- Follow our procedures for proper storage, handling, disposal and transportation of waste and any toxic materials or emissions. Pay special attention to regulations regarding safely handling blood and blood products.
- If you become aware of any situation that may harm the environment, like a possible violation of environmental law or unsafe disposal of waste, report your concerns immediately (whether you are concerned about an employee's actions or one of our third parties).

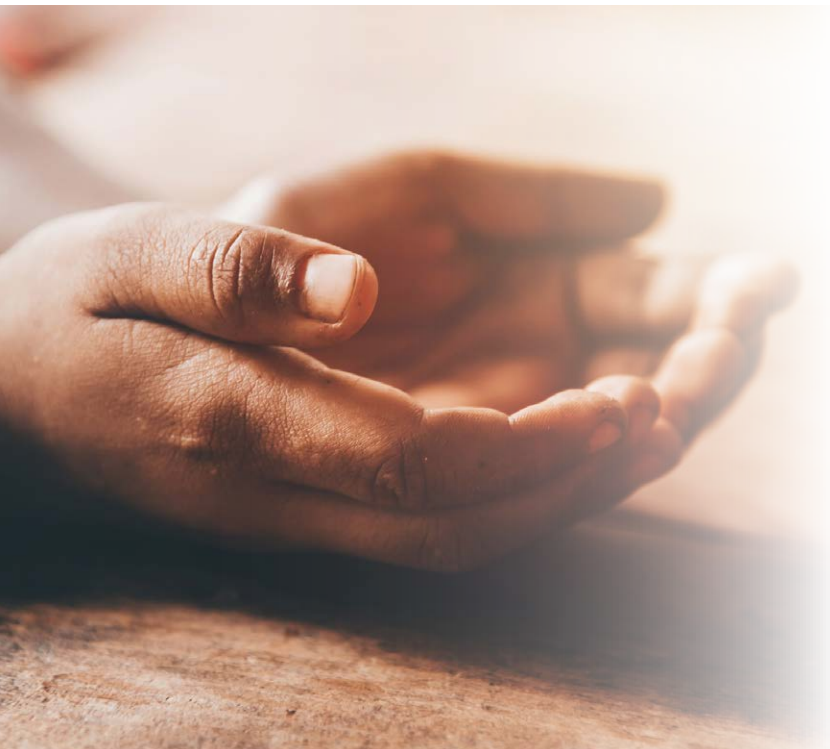
### Keep up with change

The laws and regulations designed to protect the environment also continue to evolve. Stay up-to-date on any changes to these regulations and our policies, so you'll always be prepared to make a positive impact.

# Human Rights

## Our Culture of Caring

We are dedicated to protecting human rights around the world, and we expect our employees to share that commitment by upholding the laws wherever we operate and working in a socially responsible manner.



### How We Work

#### Following the laws protecting human rights.

A variety of laws exist to protect the basic rights and freedoms of people around the world. Each of us has a responsibility to understand and uphold these laws wherever we operate:

- Human rights laws vary around the world. Know the laws in the country where you work and in the countries where you do business and follow them.
- Pay special attention to laws that protect worker safety and prevent the exploitation of children. Haemonetics does not permit any practices (by our Company or any third party) that allow child labor or human trafficking.
- If you see or suspect a violation of human rights laws, whether by a Haemonetics employee or by anyone outside of our Company, report your concerns immediately.

#### Promoting a culture of caring.

Each of us has the power to demonstrate Haemonetics' commitment to human rights by working ethically and responsibly and considering the social and economic effects of your decisions:

- Be aware of how our Company's operations could impact human rights – from the way we source materials to the way we produce and distribute products. Ensure that the work you do benefits the people with and for whom we work.
- Share Haemonetics' commitment to human rights with our third-party business partners. If you work with third parties, never choose one with a history of human rights abuses or any other activity that violates the law or our policies.
- Monitor third parties' work and ensure that they continue to follow the law and respect human rights.



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# Human Rights

## Our Culture of Caring



### What do violations look like?

Human rights violations could involve:

- Unfair pay or working hours
- Unsafe working conditions
- Harassment or discrimination
- Child labor
- Forced labor
- Physical punishment
- Human trafficking

### Check Our Policies

Global Anti-Human Trafficking Policy  
Expectations for Suppliers



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# Upholding Labor and Employment Laws

## Fairness at Work

At Haemonetics, we believe everyone who works on our behalf deserves to be treated fairly and respectfully in the workplace – whether they work for our Company or one of our third parties. To protect both people and our business, we carefully follow the labor and employment laws that apply to us.



### How We Work

**Understanding employment laws.** As an employer, Haemonetics is committed to complying with the laws that help us ensure a fair and respectful workplace – wherever we work:

- If your job involves managing or hiring people, get to know these laws, which help us ensure:
  - Fair compensation and benefits
  - A safe and healthy work environment
  - Non-discriminatory hiring practices
- If you are ever unsure of how an employment law applies to you, contact the [Legal Department](#) for guidance.

**Respecting employee rights.** Upholding employee rights requires each of us to pay careful attention to the practices and behaviors that keep employees safe and productive. To help foster a positive work environment:

- Promote a culture where [harassment and discrimination](#) are not tolerated. If you

manage others, be fair in all employment decisions and ensure that everyone is treated with respect.

- Highlight [safety](#) in our workplace, whether it is a Haemonetics facility or one belonging to a third party.
- Choose ethical third parties who protect [human rights](#). Never tolerate unfair practices like child labor, unfair or unsafe working conditions or unethical sourcing.



### See something unfair?

We need to know about it. Don't ignore any concerns you may have about unfair, unsafe or unethical work practices or conditions. Report them immediately.

# Contributing to Our Communities

## Caring With Integrity

We strive to make a positive impact through our actions and aim to be good neighbors in the communities where we live and work.



### How We Work

#### Working with communities in mind.

Haemonetics is committed to building positive relationships with our local communities. We encourage you to explore volunteer opportunities locally and around the world that are in line with our Values:

- When you offer your support, do so voluntarily and responsibly, whether it is a Company-sponsored event or one you pursue on your own.
- If the event or cause is outside of a Haemonetics-sponsored initiative, use your own time and resources and ensure that your volunteer work does not interfere with your responsibilities for Haemonetics.
- If you have a cause you care about that is outside of the Company's ongoing community work and would like to participate as a Company representative, we encourage you to contact the [Legal Department](#) so that the opportunity can be reviewed and approved prior to your participation.

### Do your part

Haemonetics offers a variety of ways for you to get involved in charitable activities in your community.

Watch for these opportunities throughout the year and get involved.

**Contributing ethically.** As a Company, any contributions we make must follow relevant laws and regulations. Outside of work, supporting particular causes or charities in your community is a personal decision. To make sure you contribute ethically:

- Don't make any financial donations to particular charities or causes in Haemonetics' name. We cannot reimburse you for your donation.
- Keep your charitable activities personal, never forcing other employees or business partners of Haemonetics to contribute their time or money to particular causes or activities.

# Participating in the Political Process

## Contributing With Care

Haemonetics respects that employees may support political candidates and causes and expects them to do so freely and responsibly. We keep political activities separate from our work to avoid any unintended conflict of interest for our Company, our customers or coworkers.



### How We Work

**Being responsible and fair.** While Haemonetics encourages each of us to get involved in the political process, any support we give must not interfere with our daily work for Haemonetics. To help ensure an open and fair political process:

- Do your volunteer work on your own time and using your own money and equipment (like phones, copiers or other office equipment).
- Never pressure colleagues to support your candidates or causes. That includes asking them to volunteer their time or to give financially. Respect their right not to participate.

**Donating and speaking on your own behalf.** As a Company, Haemonetics does not support specific political candidates or parties, but if you choose to give your support on a personal level:

- Make any financial contributions with your own funds. Never make a contribution in Haemonetics' name.

- When voicing your support for a candidate or political opinions (whether on social media or in conversations or speeches) make it clear that you are speaking on your own behalf and not on behalf of Haemonetics.

**Following laws and regulations.** If your job involves Haemonetics' public policy efforts, remember:

- If your job involves interacting with a government body or public official, act ethically and know and follow laws regarding lobbying, registration, reporting and recordkeeping in your region.
- Ask the Legal Department if you are not sure how laws apply to your interactions.

# Helpful Resources

Haemonetics has a variety of resources available when you need help:

Issues or Concerns	Contact
To ask questions, report potential misconduct or other ethical concerns	<p><b>Your supervisor</b>  <b>Chief Compliance Officer</b>  <b>Human Resources Department</b>  <b>Legal Department</b>  <b>General Counsel</b>  <b>Chief Financial Officer</b>  <b>Data Protection Officer</b></p> <p>The Integrity Helpline, where you have the option to remain anonymous, (except in the rare cases where local law prohibits it):</p> <p><b>The Haemonetics Integrity Helpline</b>                  24 hours a day, seven days a week                  Operated by an independent third-party provider, available by phone, online or mail:  <b>By phone:</b> Call 1-888-224-7060 (toll-free in the United States and Canada)  <b>Online:</b> <a href="http://www.haemonetics.ethicspoint.com">www.haemonetics.ethicspoint.com</a></p>
For legal or compliance questions	Legal Department, Compliance Department, General Counsel or Chief Compliance Officer
For financial concerns	Finance Department
For Company policies	Compliance Department
For information about Company benefits	Human Resources
For media or external inquiries	Global Communications Department
For inquiries from shareholders or investors	Legal Department, General Counsel or Investor Relations
For product inquiries or product complaints	PIRDesk@Haemonetics.com or 1-800-537-2802

Haemonetics reserves the right to modify this Code at any time, as necessary, along with our policies, procedures or conditions of employment. Check online to find the most recent version of the Code. This Code is not intended as a contract of employment or a guarantee of employment.

Haemonetics also supports every employee's right to speak out publicly about matters of public concern and to participate in certain activities and communications related to terms and conditions of their employment. Nothing in this Code or in any of our policies is intended to limit or interfere with that right. That includes activities protected under Section 7 of the U.S. National Labor Relations Act, such as discussions related to wages, hours, working conditions, health hazards and safety issues.