

STATEMENT AGAINST DISCRIMINATION, HARASSMENT AND BULLYING IN THE WORKPLACE

INTRODUCTION

At Revvity, we are deeply committed to preserving a working environment where all persons are treated with respect, dignity, and professional courtesy. We believe upholding human rights is fundamental to our mission of innovating for a healthier world.

Discrimination, harassment, or bullying, in any form is neither tolerated, nor accepted, and, as such, Revvity adopts a zero-tolerance approach to these behaviors. We expect everyone working at, or with, Revvity to behave respectfully towards one another and never act in a way that could be regarded as bullying, harassing, and/or discriminating.

This Statement aims to help prevent the occurrence of discrimination, harassment, and/or bullying, in the workplace, and to provide guidance on what is expected from our employees, managers, and partners, as well as how to resolve complaints both informally and formally should such behaviour occur. It has been created in parallel to our Standards of Business Conduct (SoBC) that provides the ethical and behavioural framework to guide the business decisions we make every day.

ABOUT THIS STATEMENT

This statement sets out Revvity's approach to discrimination, harassment, and/or bullying at work. It covers all job applicants, Revvity employees (both permanent and temporary), our subsidiaries and affiliates.

This statement is complemented by our regional and local policies that provide additional rights, obligations, and/or responsibilities. It does not

form part of any employee's contract of employment, and we may amend its content at any time.

If you have any questions on the application of this Statement, and/or decisions or circumstances that could be a breach of the policy, please contact the Human Resources team.

DEFINITIONS

What is discrimination?

Discrimination may involve less favorable treatment of one employee over another because of a legally protected characteristic, such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, or by the application of unnecessary criteria which some members of staff will find easier to meet than others.

What is harassment?

Harassment can take many forms and may be directed at an individual or group of individuals. A perception of harassment can be the result of various types of communication, including face to face exchanges and email and/or written correspondence. Harassment occurs when someone's actions or words, based on relevant grounds, are unwelcome and violate another person's dignity or create an environment that is intimidating, hostile, degrading, humiliating, or offensive. Differences of attitude or culture and misinterpretation of social signals can mean that what is perceived as harassment by one person may not seem so to another. It should be noted that harassment on the grounds of a person's sex, sexual orientation, or gender reassignment, and/or treating a person unfavorably because they rejected or submitted to harassment will not be tolerated. Sexual harassment occurs when a person's unwanted conduct on these grounds could reasonably be considered by the recipient as having an effect of either violating their dignity or creating an

intimidating, hostile, degrading, humiliating, or offensive environment for them.

What is bullying?

Bullying can be defined as frequent or infrequent threatening, abusive, intimidating, cruel, vindictive, or humiliating behavior (which may be an abuse of power, position or knowledge and information) towards a member of staff which erodes their self-confidence and self-esteem. It should be noted that academic debate and legitimate and reasonable management of staff performance must be distinguished from bullying.

REVVITY'S EXPECTATIONS

Discrimination, harassment, and bullying are not tolerated in our workplace and all employees (permanent and temporary) are required to treat others with respect regardless of their characteristics as stated above.

Breach of this statement will be dealt with in accordance with our disciplinary procedure and local applicable legislation. Serious cases may amount to gross misconduct resulting in dismissal.

Employees who raise a concern, make a formal complaint, or who participate in good faith to an investigation must not suffer any form of retaliation or victimisation as a result. Making false allegations deliberately and in bad faith will also be treated as misconduct and dealt with under our disciplinary procedure. Anyone found to have retaliated against or victimized someone may also be subject to disciplinary actions.

HOW TO RAISE A CONCERN

Confidentiality is an important part of the application of this Statement, and we will respect and maintain confidentiality where possible. We will also remind anyone involved in the complaint about their responsibilities to maintain confidentiality.

Compliance with local, national, and international legislation is fundamental to our way of doing business.

Our employees are encouraged to share their grievances with their managers and/or local HR representatives and have access to our Ethics Hotline, where employees and members of the public can submit concerns of possible ethics and compliance violations, such as slavery and human trafficking, anonymously. Each submission is reviewed and handled accordingly. Any employee or contractor who is found to have violated SoBC and/or this statement provisions is subject to disciplinary action, up to and including termination of employment or contracts, as the case may be, and referral to appropriate legal authorities.

We are committed to providing the appropriate resources and training to all our employees and operations to understand and adopt our commitments to human rights and monitor our performance.

We remain committed to working closely with our employees to ensure all issues are addressed and resolved in a timely manner. We will continue to explore how to improve access to remedies and ways of allowing rights holders and stakeholders to inform us of potential issues across our value chain in an anonymous, safe, and retaliation-free way.

By managing our business using this approach, we align our success with sustainable practices, and create benefits for our shareholders, clients, employees, and the communities in which we live and work.



Prahlad Singh
President & Chief Executive Officer

May 9th, 2023

Date