



## REVVITY FAIR LABOR STATEMENT

Revvity strives to promote and maintain an inclusive work environment free of unlawful discrimination, retaliation, and harassment in any form. At Revvity, we are dedicated to respecting, and providing and promoting, decent working conditions to all our employees across each global location of the Company.

We express our commitment to fair labor through this Statement, as well as Revvity's Standards of Business Conduct ("SoBC"), our Diversity, Equity & Inclusion Statement, and our Supplier Code of Conduct. Revvity also acknowledges the fundamental human rights principles stated in the Ten Principles of the United Nations Global Compact.

Further to this commitment, Revvity will:

- Remain firmly committed to providing equal opportunities to all employees, without regard to age, gender, race, religion, color, sexual orientation, national origin, disability, or other protected status. We respect the differences in backgrounds, experiences, and perspectives that individuals bring with them to Revvity.
- Not subject any employee to discrimination—including in the areas of hiring, compensation, advancement, discipline, termination, or retirement—on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, or ethnic origin.
- Not tolerate conduct by any employee that harasses, disrupts, or interferes with another's work performance, or which creates an intimidating, offensive, abusive, or hostile working environment.

- Encourage employees to discuss with their managers questions concerning the interpretation and application of Revvity's SoBC and to report to their manager any suspected violations. Each Revvity manager is responsible for creating and maintaining a work environment that encourages ethical behavior and open communication regarding ethical issues and concerns.
- Invite employees to discuss any and all questions or concerns freely with any Revvity manager. If, however, an employee is not comfortable going to their manager, or if the question or concern is not handled satisfactorily, a report may be submitted instead through Revvity's Ethics Hotline.
- Not condone the hiring of child labor under any circumstances. The minimum age for full-time employment in 'regular work' shall be 16 years old or the legal minimum age for employment, whichever is greater. Revvity shall refrain from hiring workers under the age of 18 years old for positions where 'hazardous work' is performed.
- Request our supplier to respect Revvity's supplier code of conduct and shall not use child labor.
- Prohibit any type forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor.
- Ask our suppliers to commit to uphold the human rights of workers and treat them with dignity and respect. All Revvity Suppliers shall not use forced labor in any form (prison, indentured, bonded, or otherwise) and the employees of the supplier shall not be required to lodge papers or deposits on starting work.

- Committed to protecting the environment and the health and safety of our employees, their families, our communities, and the public.
- Establish and maintain sound environmental, safety, and health management practices to accomplish this goal and to assure compliance with the laws, regulations, and orders of the responsible governmental authorities wherever Revvity and its subsidiaries operate.
- Ensure, at a minimum, it adheres to all applicable laws and/or industry standards, whichever may be more stringent related to working hours and overtime.

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.



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Prahlad Singh  
President & Chief Executive Officer

May 9<sup>th</sup>, 2023

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Date