

REVVITY HUMAN RIGHTS STATEMENT

At Revvity, we believe everyone deserves to be treated with fairness, respect, and dignity. We are committed to conducting our business in a responsible manner, while respecting the human rights of our employees, our customers, and the communities we serve. Having a Human Rights Statement helps us ensure our compliance in this area.

Our Standards of Business Conduct ("SoBC"), which is available in 17 languages, describes our expectations for all employees and contractors to follow both the spirit and the letter of the law. It also provides the ethical and behavioral framework for guiding the business decisions we make every day.

Our Human Rights Statement demonstrates our commitment to upholding the human rights for our people and communities, which we believe is fundamental to our purpose.

This statement applies to all Revvity employees (both permanent and temporary), its subsidiaries, and affiliates. All employees are expected to comply with our statement and report any suspected misconduct, non-compliance, or unethical behaviors. This statement also governs our business dealings and the conduct of all persons or organizations we are in contract with, directly or indirectly. Revvity expects equivalent standards of conduct from all persons acting on its behalf, including our vendors and suppliers.

We will review this statement approximately every two (2) years to ensure it remains current and appropriate to the nature and scale of our business.

OUR COMMITMENT

At Revvity, we respect fundamental human rights, which are the basic rights and freedoms that belong to every person in the world, and include the right to life and liberty, freedom from slavery and torture, the right to work, the right to education, the freedom of opinion, and more.

As part of our commitment to support human rights, Revvity follows the directions of:

- The Universal Declaration of Human Rights that states “all persons are born free and equal in dignity and rights”
- The United Nations (UN) Guiding principles of business and Human Rights to “protect, respect, and remedy”
- The Modern Slavery Act

OUR HUMAN RIGHTS PRIORITIES

At Revvity, we are committed to respect all human rights, and we believe our main responsibilities focus on the below critical areas:

- **Corporate Citizenship:** As good corporate citizens, Revvity believes it is our responsibility to drive our purpose by being mindful of our environmental impact and developing products that help sustain the health of people and the environment, to ensure that the way we do business is as meaningful as the solutions we provide.
- **Environmental Sustainability:** Revvity is committed to operating our facilities to minimize impact to the community and **environment** and shall comply with the appropriate environmental permits, registrations, and laws in countries of operation. We use the 17 Sustainable Development Goals (SDGs), adopted by the UN, as a guide to help build a better world for people and our planet for years to come.

- **Health & Safety:** At Revvity, we believe health and safety is important, and we acknowledge the right of all people to enjoy a physically and psychologically safe working environment. We promote health & safety and well-being strategies, which incorporate best practices from internal and external benchmarking. Our framework is designed to build a positive, healthy working environment that enables our people to thrive and perform sustainably.
- **Diversity, Equity & Inclusion:** Revvity is committed to driving and advancing our Diversity, Equity & Inclusion (DEI) strategy so that all employees feel respected and valued for their differences in an inclusive environment where all can thrive, and to ensure we provide equitable opportunities and outcomes regardless of gender, race, age, or background.
- **Anti-Slavery:** Revvity adopts a strong approach to forced & child labor. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings. Our Anti-Slavery and Human Trafficking Statement ensures that that we do everything in our power to manage the risks of modern slavery in our business and in our supply chain.
- **Wages & Working Hours:** We are committed to treating all employees fairly and honestly regardless of where they work. Where possible, we are committed to monitoring and taking action to reduce excessive working hours, and to support flexible working arrangements. We will continue to build a consistent approach to reward.

- **Discrimination & Harassment:** Revvity is committed to promoting equal opportunities in employment and aims on building a culture free from discrimination and harassment at work. We are opposed to any form of less favorable treatment or discrimination, including, in no particular order, on the grounds of age, disability, race, religion or belief, gender, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy, etc. Our employees are required to comply with our Anti-Discrimination & Non-Harassment Policy at all times.

OUR GRIEVANCE MECHANISMS & REPORTING CHANNELS

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

Employees are encouraged to raise their concerns and share their grievances with their managers and/or local HR representatives. Our Employees 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