

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Respect is a Terumo Core Value and underpins our identity as associates of a global company dedicated to Contributing to Society through Healthcare. As a key foundation to our culture, respect allows us to make meaningful contributions to society when we can stop and listen to those with whom we work and customers we serve, ensuring all voices are heard.

As a result, it is the policy of TERUMO BCT INC. not to discriminate against any associate or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin or ancestry, citizenship status, marital status, order of protection status, age, or because he or she is an individual with a physical or mental disability unrelated to ability, or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as “protected veterans.” It is also the policy of TERUMO BCT INC. to take affirmative action to employ and to advance in employment, all persons regardless of their race, color, national origin, sex, religion, age, disability or protected veteran status, and to base all employment decisions only on valid job requirements.

This policy shall apply to all terms, conditions and privileges of employment including but not limited to recruitment, hiring, probation, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation including benefits, educational assistance, social and recreational programs and retirement, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

All associates have the responsibility to contribute to the Company’s commitment to equal employment opportunity by treating colleagues, customers and business associates in alignment with our Core Values, fostering a respectful working environment free of discrimination or harassment of any nature. Any conduct, which creates an intimidating, hostile, or offensive working environment, is against the policies of TERUMO BCT INC.

TERUMO BCT INC. also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

The EEO Coordinator for TERUMO BCT INC. is Carrie Passavant. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing the TERUMO BCT INC. Affirmative Action Program (AAP), including equal employment practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact our EEO Coordinator. Our AAP for Minorities Women, Veterans and the Disabled is available to you in the EEO Coordinator’s office during regular office hours or by appointment. All associates and applicants for employment are protected by both company policy and EEO/affirmative action regulations and laws from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation.

Terumo BCT encourages Associates to Speak Up by raising concerns and seeking advice proactively whenever they are unsure about the right course of action or encounter actual or suspected violations of the Code of Conduct; applicable laws, regulations, industrial codes, or company rules.

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Associates can at any time approach their Manager, their Manager's Manager, the EEO Coordinator, the Human Resources Department or the Legal and Compliance Department. In addition, if an Associate is uncomfortable with any of these reporting pathways or prefers to remain anonymous, they can report a concern through the Terumo Integrity Hotline by calling 1.800.261.9347, submitting a concern through the Ethics & Compliance page located on myWorkNet, or online at www.terumointegrity.com.

As President & CEO of TERUMO BCT INC., I am committed developing and fostering a culture aligned to our Core values and to the principles of affirmative action and equal opportunity. Your continued assistance and support in maintaining an environment that reflects the Company's commitment to equal employment for all associates and applicants is central to our mission and future success.

Sincerely,



Antoinette Gawin

President & CEO

TERUMO BCT INC.