

## Insulet Human Rights Statement

March 2023

### Introduction

Insulet believes its workforce deserves to be treated fairly and human rights should be protected and respected. The principles in this Statement are based on the United Nations Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and The Ten Principles of the United Nations Global Compact.

This Statement outlines key principles that are reinforced in our employment, ethics, and procurement policies, which are designed to respect human rights within our organization and value chain.

### Our Vision

Our company's mission is to improve the lives of people with diabetes. Building on this, our Sustainability vision is to deliver growth with purpose by innovating to improve lives and preserve our planet.

We strive to conduct business in a manner that demonstrates respect for human rights. We are committed to respecting the rights of vulnerable groups, including minority religious, racial, and ethnic communities; young workers; migrant workers; people with disabilities; women; children; LGBTQ+ communities; and others.

We engage stakeholders in the ongoing development of our human rights program. Insulet has identified the following key human rights issues: the right to equal protection against discrimination and harassment, the right to freely chosen employment, protection of young workers and zero tolerance of child labor, safe and healthy working conditions, wages and benefits, privacy, and freedom of association.

All employment must at a minimum be in compliance with all applicable laws and regulations of the countries in which we operate. In cases where our internal policies go beyond legal compliance, our policies take precedence.

Our Code of Business Conduct and Ethics contains guidelines on how we expect our employees to conduct business in a fair and ethical manner. We expect our partners and suppliers to follow business principles consistent with our own.

## Supplier Responsibility

We recognize the important role our suppliers have in helping us to source our products responsibly and sustainably. As a member of the Responsible Business Alliance (RBA), we have adopted the RBA Code of Conduct as our [Supplier Code of Conduct](#) (Supplier Code) for our suppliers to follow when conducting business.

Our Supplier Code sets out our expectations with regard to respect for human rights, including labor rights, of the workers in our extended supply chain. The standards set out in the Supplier Code reference international norms and standards, including the United Nations Universal Declaration of Human Rights, International Labor Organisation (ILO), International Labor Standards, Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, and International Organization for Standardization (ISO) standards.

Our approach to supplier responsibility includes a combination of supplier and Insulet employee training and capability building, and due diligence activities such as supplier risk assessments and auditing.

## Grievance and Remedy

Human rights concerns may be reported to Insulet Legal, Compliance, or anonymously through our Compliance and Ethics Hotline and Portal. Insulet prohibits retaliation for reporting suspected violations.

We conduct annual training on our Code of Business Conduct and Ethics with all employees.

## Summary

We believe that our products bring many positive benefits to our customers and their caregivers. We evaluate and review how best to strengthen our approach to addressing human rights on a continuous basis.

We include disclosures related to our human rights policies, practices, and program in our annual Sustainability Report.