

**QuidelOrtho**  
**Transparency in Supply Chain**  
**and**  
**Modern Slavery Report**

**For the Financial Year Ending December 31, 2023**

**1. Introduction**

- 1.1 QuidelOrtho Corporation, a Delaware corporation ("**QuidelOrtho Corp.**"), and its subsidiaries (together, "**QuidelOrtho**") are committed to preventing modern slavery and human trafficking in their business and supply chains.
- 1.2 This Transparency in Supply Chain and Modern Slavery Report (the "**Report**") sets forth the steps taken by QuidelOrtho in the financial year ending December 31, 2023 (the "**Financial Year**") to mitigate the risk of modern slavery and human trafficking from occurring in any part of its business or supply chains.
- 1.3 This Report is made on behalf of QuidelOrtho Corp. for the purposes of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Canadian Act**"), and on behalf of QuidelOrtho Corp. and Ortho-Clinical Diagnostics, a company incorporated under the laws of England and Wales ("**Ortho UK**"), for the purposes of the UK's *Modern Slavery Act 2015*.

**2. Our Organizational Structure and Business**

- 2.1 QuidelOrtho is comprised of 84 entities, including Ortho UK, which is a wholly owned subsidiary of QuidelOrtho Corp.
- 2.2 QuidelOrtho's vision is to advance diagnostics to power a healthier future. With our expertise in immunoassay and molecular testing, clinical chemistry and transfusion medicine, we aim to provide clarity to clinicians and patients to help create better health outcomes. Our global infrastructure and commercial reach support our customers in more than 130 countries and territories with quality diagnostics, a broad test portfolio and market-leading service. We operate globally with manufacturing facilities in the U.S. and U.K., and with sales centers, administrative offices and warehouses located across the globe. In Canada, QuidelOrtho sells, distributes and imports goods manufactured by affiliates within the QuidelOrtho group to customers in Canada. Ortho UK manufactures certain of our immunoassay and immunohematology products that are distributed globally and also sells and distributes QuidelOrtho products.
- 2.3 QuidelOrtho's corporate headquarters is located in San Diego, California, U.S. Our primary manufacturing facilities are located in San Diego, California, Carlsbad, California, Athens, Ohio, Raritan, New Jersey, Rochester, New York, Pompano Beach, Florida and Pencoed, Wales.
- 2.4 As of December 31, 2023, we had approximately 7,100 employees worldwide, with approximately 4,200 employees in the U.S. and approximately 2,900 employees outside of the U.S. We currently sell our products directly to end users through a direct sales force and through a network of distributors, for professional use in physician offices, hospitals, clinical laboratories, reference laboratories, urgent care clinics, leading universities, retail clinics, pharmacies, wellness screening centers, other point-of-care settings, blood banks and donor centers, as well as for individual, non-professional, over-the-counter use.

**3. Our Supply Chains**

- 3.1 Due to the diverse nature of our manufactured products and markets, we have a complex and geographically broad range of suppliers of raw material, goods and ancillary services that contribute to our main production operations, such as transporters and carriers.

3.2 Throughout the Financial Year, QuidelOrtho made concerted efforts to do business with diverse suppliers by incorporating diverse suppliers into its process of category reviews and product or service bids. Six categories of suppliers that QuidelOrtho considered to engage in business with are small businesses, small disadvantaged businesses, women-owned small businesses, veteran-owned small businesses, service disabled veteran-owned small businesses and HUBZone small businesses. Additionally, QuidelOrtho is an active member in the Women's Business Enterprise National Council and National Minority Supplier Development Council.

#### 4. **Our Policies on Modern Slavery and Contractual Controls**

4.1 QuidelOrtho promotes honest, ethical and lawful conduct throughout our business. Our Code of Business Conduct and Ethics (the "**Code**") applied to all subsidiaries during the Financial Year and is central to achieving these goals. Ethical behaviour is the foundation to our success in achieving our business objectives and we recognize it is in our best interest to set standards for ourselves at all times in compliance with applicable laws, including not engaging in modern slavery or human trafficking, and to align ourselves with agents, representatives, suppliers and partners who have similar high standards of business conduct.

4.2 The Code applies to all directors, officers, employees, and temporary workers of QuidelOrtho ("**Company Employees**"). The Code contains general guidelines for conducting the business of QuidelOrtho with integrity, honesty and business ethics in compliance with applicable laws and specifically prohibits human trafficking or any other forms of human rights abuses in our supply chain, facilities, or in carrying out our business. During the Financial Year, reported violations of the Code were investigated and appropriate actions were taken.

4.3 Ethical and lawful behaviour is also a keystone of our dealings with service providers and suppliers. During the Financial Year, we adopted a Supplier and Distributor Code of Business Conduct and Ethics (the "**Supplier and Distributor Code**"), which sets forth the requirements and expectations that QuidelOrtho has for its vendors, service providers, contactors, consultants, representatives, and any of their respective employees or subcontractors ("**Suppliers and Distributors**"). The Supplier and Distributor Code expressly prohibits Suppliers and Distributors from using forced or involuntary labor whether in the form of prison labor, indentured labor, bonded labor, or any other form of human trafficking. Suppliers and Distributors are also required to comply with applicable minimum age laws and requirements and are prohibited from employing child labor.

4.4 QuidelOrtho seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. Our standard terms and conditions require our suppliers to comply with applicable laws. We also require our suppliers to comply with our Code.

4.5 Under our Code, all Company Employees have a duty to report any known or suspected violation of the Code, including violations of the laws, rules, regulations or policies that apply to QuidelOrtho. Under our Supplier and Distributor Code, Suppliers and Distributors are also encouraged to report known or suspected unethical behavior or violations of applicable laws through the course of business with QuidelOrtho. QuidelOrtho maintains an Ethics Hotline, which is available 24 hours a day, 7 days a week and is one method in which our Company Employees, Suppliers and Distributors and other third parties can raise concerns regarding modern slavery in our business or supply chains. Individuals may remain anonymous and will not be required to reveal their identities in the calls to the QuidelOrtho Ethics Hotline.

4.6 We believe that adherence to and compliance with our policies and procedures, including the Code and our Supplier and Distributor Code, mitigates the risks of modern slavery occurring in our business or supply chains. A copy of our Code can be found on our website [here](#). A copy of our Supplier and Distributor Code can be found on our website [here](#).

## **5. Risk Assessment and Due Diligence Processes**

- 5.1 During the Financial Year, QuidelOrtho conducted third party due diligence, where appropriate, before contracting with potential suppliers, service providers, distributors and similar intermediaries. Preliminary risk assessments were performed by QuidelOrtho on potential suppliers with assessment questionnaires. Upon review of the questionnaires, if necessary, QuidelOrtho may follow-up with an in-depth assessment conducted by either an internal supplier assessment team, or a third-party auditing firm.
- 5.2 QuidelOrtho has adopted a [Conflict Minerals Policy Statement](#), which establishes QuidelOrtho's commitment to complying with the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as well as the applicable requirements of Section 1502 of the Dodd-Frank Act.
- 5.3 From time to time, QuidelOrtho entities may conduct audits of direct material suppliers to evaluate supplier compliance with our standards, which includes compliance with applicable laws. Direct material suppliers may also be evaluated through audits on their compliance with the terms of our supply agreements. The audits may be conducted by either a QuidelOrtho supplier assessment team, or a third-party auditing firm. Following audits, suppliers may be required to produce a corrective action plan to outline how the supplier will resolve any issues uncovered in the audits.
- 5.4 During the Financial Year, we also conducted due diligence and right to work checks on our employees as appropriate to safeguard against human trafficking and forced labor.
- 5.5 During the Financial Year, no potential slavery or human trafficking issues within the business or supply chains of QuidelOrtho were identified or reported through internal reporting channels or otherwise.

## **6. Our Modern Slavery Risk Profile**

- 6.1 Within our business operations, we have implemented fair and responsible employment practices to protect and promote Company Employees' rights. We therefore believe that the risk of slavery or human trafficking in our business is low.
- 6.2 However, we recognize that the risks of modern slavery may be present in our supply chain due to our business relationships. The workers of our Suppliers and Distributors are not employed directly by QuidelOrtho, so we have no control and less visibility over their working conditions and employment terms. Nonetheless, as described above, we have processes in place designed to address such risks.

## **7. Training**

- 7.1 QuidelOrtho requires all Company Employees to undergo annual training on the Code, which prohibits human trafficking or any other forms of human rights abuses.

## **8. Remediation Measures**

- 8.1 We recognize that any forced labor or child labor found in our business or supply chain should be addressed on a high-priority basis. During the Financial Year, we did not identify any instances of modern slavery or human trafficking in our business and supply chains; therefore, no remediation measures have been necessary, including with regards to loss of income.

## **9. Assessing Effectiveness**

- 9.1 QuidelOrtho plans to keep track of our actions and review our performance in modern slavery compliance by evaluating key performance indicators, such as the number of employees

trained, the number of suppliers screened and the number of reported violations, so that we can continue to improve.

**10. Approval**

- 10.1 This Report was approved on May 30, 2024 in accordance with subparagraph 11(4)(b)(ii) of the Canadian Act pursuant to delegation of authority granted by the Board of Directors of QuidelOrtho Corp.

Signed: \_\_\_\_\_

A handwritten signature in black ink, appearing to read "B. Blaser", written over a horizontal line.

Brian J. Blaser,  
President and Chief Executive Officer