



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB 657):
SUPPLIER DISCLOSURE STATEMENT

The California Transparency in Supply Chain Act of 2010 requires large retailers and manufacturers that do business in the state of California, and have gross worldwide sales over \$100 million dollars, to disclose their efforts to eradicate slavery and human trafficking from their product supply chain. C. R. Bard, Inc. ("BARD") is opposed to slavery and human trafficking of all kinds and desires our supply chain to be free from slavery and human trafficking. As a manufacturer doing business in the state of California, BARD makes the following statements regarding our efforts to prevent slavery and human trafficking in BARD's supply chain.

- **Business Ethics:** BARD has established and maintains a Business Ethics Policy, which sets forth BARD's Standards of Conduct and Business Ethics for BARD employees, officers, directors and agents. The Business Ethics Policy requires its employees, officers, directors and agents to adhere to the highest ethical standards in every area of our business and in all of our daily activities, and comply with all laws and regulations that apply to the conduct of BARD's business worldwide.
- **Verification:** As a general practice, BARD's commercial agreements with our business partners (e.g., suppliers) includes a covenant that the supplier will verify and/or warrant that they operate in compliance with all applicable laws, regulations, governmental requirements and industry guidelines in the country or countries in which they operate. In addition, BARD is implementing a tool which will require our suppliers to periodically verify their efforts to identify, assess and eradicate slavery and human trafficking from their supply chain. At this time, all such verifications are conducted and will be conducted by BARD and not by a third party.
- **Audits:** BARD audits suppliers to confirm compliance with supplier performance and quality standards. In addition, BARD is currently evaluating how to expand its audits, whether in-person or paper-based, to include suppliers' compliance with the suppliers' standards for preventing and/or eradicating slavery and human trafficking from its supply chain. Currently all audits are conducted by BARD and not by a third party.
- **Certifications:** As discussed in the verification section above, BARD's commercial agreements with its business partners (e.g., suppliers) require the supplier to contractually certify and/or warrant they operate in compliance with all applicable laws, regulations, governmental requirements and industry guidelines in the country or countries in which they operate. In addition, BARD is implementing a tool which will permit Bard to specifically require suppliers to certify the materials incorporated into the product they supply to BARD complies with the laws regarding slavery and human trafficking of the country and/or countries in which they do business.
- **Internal Accountability:** BARD is committed to conducting its business activities with integrity, complying with the law, and protecting BARD's assets, including people and property. BARD will promptly investigate allegations of non-compliance. All employees, officers, directors, and agents (including suppliers) are held accountable for adhering to the values and standards set forth in BARD's Business Ethics Policy, applicable BARD policies and procedures and contractual obligations. Violations of the Business Ethics Policy, any other policy and procedure or contractual obligation may result in disciplinary action, including termination of employment or contract.
- **Training:** BARD routinely provides compliance training to employees and management, which includes addressing employees and managers obligation to comply with all applicable laws, regulations, and industry codes relating to BARD's policies. At this time, BARD is in the process of developing an online training module covering human trafficking and slavery, particularly with respect to mitigating risk within the supply chain, for employees and management having direct responsibility for BARD's supply chain.