



January 2024

TO: ALL US & PUERTO RICO EMPLOYEES

FROM: Lisa Paley, President - North America

SUBJECT: U.S. Equal Employment Opportunity and Policy Against Discrimination

Each person has the legal right to be treated fairly and work in an environment that is free from harassment and discrimination. As the Haleon North America President, I hereby reaffirm my commitment to equal employment opportunity (EEO) and affirmative action and affirm that Haleon is committed to creating a work environment free from all forms of unlawful discrimination and conduct which the company determines is harassing, discriminatory, coercive, or disruptive.

Haleon will not tolerate discrimination against any applicant or employee by any other employee or supervisor for any reason. No employee at Haleon is exempt from this policy. Anyone who is acting in a discriminatory fashion or makes a discriminatory decision is acting contrary to Haleon's policy, is not authorized to do so, and is subject to disciplinary action, up to and including termination of employment.

Haleon is committed to creating a work environment free from all forms of unlawful discrimination and conduct which the company determines is harassing, discriminatory, coercive, or disruptive. The described conduct is illegal when directed against individuals because of their gender, color, race, religion, national origin, ancestry, age, disability, sexual orientation, veteran status, gender identity or expression, or other status that is legally protected. It is Haleon's policy that all genuine concerns raised about misconduct, or unlawful conduct, are thoroughly investigated and appropriate action is taken, consistent with the outcome of the investigation. Haleon managers, supervisors, and employees must NOT engage in retaliation, retribution, or any form of harassment directed against any employee who has reported, or is considering reporting, a concern. You are responsible for reporting in a timely manner any occurrence which may be perceived as harassing or discriminatory. The Company has a Harassment Free Workplace Policy.

Haleon's equal employment policy covers all areas of employment and requires non-discriminatory actions and decisions concerning recruitment, hiring, placement, promotions, compensation, benefits, transfers, layoffs, training, education, tuition assistance, and social and recreational programs. Additionally, job decisions are based on valid job requirements. In that regard, Haleon commits to recruit, hire, train, develop, promote, and compensate persons in all job classifications, regardless of race, color, religion, gender, sexual orientation, gender identity or expression, marital status, pregnancy, age, national origin, genetic information, disability, military status or protected veteran status. Further, Haleon provides reasonable accommodation for qualified individuals with disabilities in accordance with the Americans with Disabilities Act (ADA) and state and local law.



Haleon takes positive measures to ensure that its workforce is diverse through Affirmative Action measures. Haleon has developed and implemented Affirmative Action Plans, including auditing and reporting systems, to ensure Haleon has a diverse workforce at all levels of the company. Our Affirmative Action plans cover minorities, women, individuals with disabilities, and protected veterans, and all have been adopted in compliance with applicable laws and regulations. The plans set forth specific affirmative action and equal employment opportunity responsibilities for managers, supervisors, and all employees. All employees are expected to demonstrate commitment to our affirmative action efforts to ensure that equal opportunity is available to all, to encourage diversity within Haleon and to demonstrate sensitivity to and respect for others. Matt Culhane, Head of Human Resources - North America, is responsible for the implementation of the affirmative action plans and has the authority, resources, support of and access to senior management to ensure the effective implementation of the affirmative action program. The non-confidential portions of the affirmative action programs shall be available for inspection upon request by any employee or applicant for employment by request to the Human Resources Department and may be viewed between the hours of 10:00 a.m. to 4:00 p.m. local time.

To satisfy its regulatory obligations and support the company's commitment to build and maintain a diverse, inclusive, and equitable culture, Haleon invites current employees to voluntarily and confidentially self-identify gender, race or ethnicity, gender identity, sexual orientation and veteran and disability status within the company's Human Resources Information System, Workday. Haleon also invites applicants to voluntarily self-identify race or ethnicity, gender, and veteran and disability status while completing their application and after an offer of employment has been extended. Haleon can make accommodations for current employees and any applicant for employment. Internal employees may contact the [HR Support Center](#). External applicants may contact HR.AmericasSC-CS@haleon.com.

The company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job function cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the company's legal duty to furnish information.

A handwritten signature in black ink that reads "Lisa D Paley".



Lisa D Paley
President, North America

Equal Employment Opportunity Policy Statement 2023 English
Document Approvals by Electronic Signature

Verdict: Approve	Ana Loayza aplct1932 (ana.p.loayza@haleon.com) Owner Approval 28-Feb-2024 18:22:35 GMT+0000
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Verdict: Approve	Ana Loayza aplct1932 (ana.p.loayza@haleon.com) Author Approval 28-Feb-2024 18:22:53 GMT+0000
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