

Human Rights Policy

Respect for human rights is a fundamental value of QIAGEN. We strive to respect and promote human rights in our relationships with our employees, suppliers and stakeholders.

Equal Employment

QIAGEN values and promotes inclusiveness and diversity in all of its activities and is committed to creating a culture where all individuals have the opportunity to grow and contribute.

QIAGEN is committed to equal opportunity and is intolerant of discrimination and harassment.

The Company makes employment-related decisions without regard to a person's race, color, religious creed, age, sex, sexual orientation, gender identity or expression marital status, national origin, ancestry, or any other factor unrelated to a person's ability to perform the person's job.

"Employment decisions" generally mean decisions relating to hiring, recruiting, training, promotions and compensation, but the term may encompass other employment actions as well. The Company encourages its employees to bring any problem, complaint or concern regarding any alleged employment discrimination to the attention of the Human Resources Department. Employees who have concerns regarding conduct they believe is discriminatory should also feel free to make any such reports to the Head of Legal and Compliance.

Non-discrimination and fair treatment

QIAGEN provides a workplace in which any form of harassment or discrimination is unacceptable.

There is no restriction in recruitment, development and promotion based on race, gender, color, age, religion,

sexual orientation, gender identity or expression, ethnic belonging, disability, political affiliation, union membership or marital status.

The Company is committed to maintaining a collegial work environment in which all individuals are treated with respect and dignity and which is free of sexual harassment. In keeping with this commitment, the Company will not tolerate any form of harassment, including sexual harassment, of employees by anyone, including any supervisor, co-worker, vendor, client or customer, whether in the workplace, at assignments outside the workplace, at Company-sponsored social functions or elsewhere.

More information can be found in QIAGEN's Harassment and Bullying Policy.

Wages, benefits and working hours

QIAGEN pays employees in accordance with industry benchmarks in line with applicable wage laws, including minimum wages, overtime hours and mandated benefits.

Working hours comply with applicable laws and benchmark industry standards, whichever affords greater protection.

Freedom of Association

QIAGEN encourages an open communication and direct engagement with employees to resolve workplace and compensation issues.

QIAGEN respects the rights of employees, as defined in local laws, to associate freely, join or not join labour unions, seek representation and join employees' councils.

Employees are able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

Labour

QIAGEN will not use child labour and obliges its contracted suppliers to comply with the applicable minimal age restrictions in accordance with applicable laws and the International Standards of Child Labour.

Freely Chosen Employment: QIAGEN does not use forced, bonded or indentured labour or involuntary prison labour. QIAGEN has endorsed its official statement about the UK Modern Slavery Act 2015 ([Appendix 1](#)) globally.

Environment, Health and Safety

Environmental, Health and Safety (EHS) responsibilities are fundamental to the Company's values. QIAGEN's business activities are managed in a way that, as far as practical, avoids the use of hazardous materials, conserves energy and other natural resources and minimizes the generation of waste through avoidance, reuse and/ or recycling.

Any emissions to air, water and land and the movement of hazardous materials must be in compliance with laws and regulations and controlled or treated to the extent necessary to eliminate, or otherwise minimize the risk of, adverse effects on human health or the environment.

Employees are responsible for ensuring that QIAGEN complies with all provisions of the health, safety, and environmental laws of the United States and of other countries where the Company does business.

The safety and health of our employees is of paramount importance. We aim to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. QIAGEN has a EHS management system in place so that:

- Significant risks to safety, health and the environment are identified, assessed and controlled.
- Emergency planning and response procedures are in place.
- People are protected from unhealthy exposure to physical, psychological, chemical and biological hazards.

- Information relating to EHS risks, chemicals and other hazardous materials, including pharmaceutical materials are available and used to manage risks.

Protecting Company and Personal Data

QIAGEN complies in all aspects of applicable data protection legislation including but not limited to the General Data Protection Regulation ((EU) 2016/679) (GDPR).

QIAGEN is transparent in the collection, use and retention of personal data. Only as much as needed to accomplish the legitimate business purposes is collected.

QIAGEN only shares personal and confidential information with third parties if there is a legitimate need to do so and only where adequate safeguards are in place to protect that information in transit and whilst in the hands of the receiving parties.

QIAGEN assess the policies and controls in place at the third parties with whom we engage to ensure that they are suitable to protect confidential and personal information.

Misuse of QIAGEN Products

QIAGEN follows all international export control rules which prevent the sale of our products to sanctioned countries, organizations and persons.

Beyond that, we endorse the application of our products, our services and our operations in compliance with Human Rights principles and codes such as the U.N. Guiding Principles on Business and Human Rights. Many of our products, e.g. DNA or RNA extraction kits, have an intended use for a broad range of research and diagnostic applications, including COVID -19, oncology testing and forensics. We do not tolerate the misuse of our products for purposes such as mass screening and surveillance of ethnic minorities and we will block customers involved in such practices from further sales should this become known to us.

Reporting: Non-Retaliation Policy

It is our responsibility to conduct ourselves in an ethical business manner and also to ensure that others do the same. If any one of us violates these standards, he or she can expect a disciplinary response.

If any breach of QIAGEN's Corporate Code of Conduct and Ethics is known to you, you have to report it to the Head of Legal and Compliance based on the process described in the Reporting of Corporate Policy Violations policy.

Any employee who reports a breach in good faith may not be fired, demoted, reprimanded or otherwise harmed for, or because of, the reporting. QIAGEN prohibits any form of retaliation against an employee who complains, assists, or otherwise participates in the investigation of a complaint. The Company will endeavor to keep reports confidential to the fullest extent practicable under the circumstances.

If you experience any harassment in the workplace, the incident should be reported in good faith as a first step to your line manager or, if this is not an option, to your contact person within the Human Resources department or, if this is also not an option, as a final step to compliance@qiagen.com.

QIAGEN will treat such reports as confidential to the greatest possible extent. QIAGEN prohibits retaliation in response to the filing of a complaint.

The Company will promptly and fairly investigate all complaints. The facts of each incident will determine the response to each complaint. Each situation will be handled in as private and confidential a manner as possible. If the Company determines that an employee is guilty of harassing another employee, appropriate disciplinary action will be taken against the offending employee, up to and including termination of employment.

Appendix 1

QIAGEN Ltd Statement about the Modern Slavery Act 2015

QIAGEN Ltd is committed to ensuring that it understands the issues addressed by the Modern Slavery Act 2015 ("MSA 2015") and takes appropriate measures to stay compliant with the MSA 2015, ensuring that no modern slavery exists within QIAGEN Ltd or its supply chains. QIAGEN's ultimate parent company (QIAGEN N.V.) is headquartered in the Netherlands with offices across the globe, including the UK (QIAGEN Ltd). QIAGEN is always working to ensure QIAGEN conducts business well within the realms of the MSA 2015. In addition to this, QIAGEN feels it is every employee's personal responsibility to help QIAGEN remain compliant with the MSA 2015 and it reflects this in its Sustainability Position and Procurement Policy. QIAGEN is always endeavoring to ensure that its employees and suppliers, both current and prospective are able to understand the importance of complying with the MSA 2015 and therefore allow QIAGEN to comply at all times. QIAGEN's own supplier contracts contain modern slavery language, attempting to build this way of working into the very contractual relationship between the parties to keep modern slavery away from QIAGEN's doors and its supply chain. In addition to the foregoing, QIAGEN has been committed to carrying out business in line with the UN Compact, committed to the highest upholding of human rights, labour rights, environmental protection and anti-corruption action. In the event you discover any potential breach of the MSA 2015, please reach out to QIAGEN Ltd and this will be dealt with as soon as reasonably practicable