



EYEPOINT

Human Rights and Labor Standards Policy

EyePoint believes in respecting and supporting human rights, dignity and the diversity of all individuals who help fulfill our values and mission to achieve quality outcomes for our patients. We believe in the rights and principles set forth in the U.N. Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

EyePoint acknowledges its impact on human rights and is committed to conducting its business in a manner that demonstrates respect for human rights through compliance with applicable laws and regulations in every country in which we operate, as well as, through our policies and programs. EyePoint's Board of Directors provides oversight over policies and operational controls related to EyePoint's Environmental, Social and Governance programs and compliance, including this Human Rights Policy.

EyePoint acknowledges that access to water and sanitation are recognized by the United Nations as human rights, reflecting the fundamental nature of these basics in every person's life.

EyePoint's position on human and labor rights is reinforced in our values, employment policies and Code of Business Conduct. EyePoint commits to:

- Complying with all applicable laws related to fair employment practices, freedom of association, collective bargaining, privacy, immigration, working time, wages and hours.
- Maintaining a healthy, clean and safe working environment.
- Respecting and engaging every employee. We listen to the viewpoints of our stakeholders and use their feedback to improve our performance.
- Upholding everyone's right to have access to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use.
- Fostering an environment of open communication where employees can express ideas, concerns and issues appropriately and without retaliation, including through the Company's anonymous compliance hotline (website and phone line operated by a third-party provider). EyePoint has zero tolerance for any form of retaliation.
- Prohibiting the use of child labor and forced labor and complying with child labor laws and laws prohibiting any form of forced, bonded or indentured labor or involuntary prison labor. All work will be voluntary, and employees will be free to leave or terminate their employment in accordance with local and national laws without fear of physical, psychological, sexual or verbal abuse.
- Promoting an inclusive and diverse workforce.
- Protecting minority groups' rights beyond non-discrimination and anti-harassment. Such minorities include, but are not limited to ethnic, racial, religious, women, etc...
- We do not condone or tolerate any form of harassment or workplace discrimination based on race, religion, color, age, sex, gender, gender identity and expression, ethnicity, nationality, citizenship,

disability, genetic information, marital status, sexual orientation, LGBTQ+, workforce equality, military, veteran or any other legally protected status.

- Respecting the privacy rights of our employees, patients, physicians and other stakeholders.
- Paying a living wage and ensuring compensation and benefits that are competitive, align with the market, reward individual and business performance and comply with applicable laws.

To further the goals of this policy, EyePoint commits to making appropriate training available to employees and targeted suppliers, vendors and other partners, to conduct supplier assessments and report progress.