



**GRI (GLOBAL REPORTING
INITIATIVE)
INDEX 2023**

VAREX
IMAGING

GRI (GLOBAL REPORTING INITIATIVE) INDEX

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation. 	<p>Varex Imaging Corporation</p> <p>Location of headquarters: Salt Lake City, Utah, United States of America</p> <p>Location of operations: Varex 2023 Annual Report, Form 10-K, pages 27-28</p>
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics. 	<p>We have included 12 production facilities and 17 sales and engineering offices around the world. All 30 owned and leased locations are Varex Imaging companies. Varex 2023 Annual Report, Form 10-K, pages 27-28</p>
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. specify the reporting period for, and the frequency of, its sustainability reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information. 	<p>The 2023 report is based on Varex's fiscal year, the 52-week period ending on September 29, 2023</p> <p>For questions on this report, please contact Jordan Larson via email: jordan.larson@vareximaging.com</p>

DISCLOSURE	REQUIREMENTS	LOCATION
	<p>2-4 Restatements of information</p>	<p>Non Applicable.</p>
	<p>2-5 External assurance</p>	<p>Assurance Statement will be provided by ERM</p>
	<p>2-6 Activities, value chain and other business relationships</p>	<p>Varex operates in the x-ray imaging component market, with industrial and medical end-markets. We have included 12 production facilities and 17 sales and engineering offices around the world. All locations are Varex Imaging companies.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
	2-7 Employees	<ul style="list-style-type: none"> a. report the total number of employees, and a breakdown of this total by gender and by region; b. report the total number of: <ul style="list-style-type: none"> i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: <ul style="list-style-type: none"> i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods. 	<p>Varex employs a total of 2,303 full time employees. 538 are women, 1,547 are men, 218 unstated.</p> <p>Total number by region: Americas 1397, EMEA 410, APAC 496.</p> <p>We do not have a breakdown of employees by employment type by gender. These are two separate indicators for data collection and they have not been combined. We are working to collect this information in the coming years.</p> <p>There are no significant variations in the numbers reported in Disclosures 2-7.</p> <p>The data was compiled in the Human Resource Information System. The data was only available for about. 2,000 employees, due to Works Council restrictions.</p>

DISCLOSURE	REQUIREMENTS	LOCATION
	<p>2-8 Workers who are not employees</p> <ul style="list-style-type: none"> a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: <ul style="list-style-type: none"> i. the most common types of worker and their contractual relationship with the organization; ii. the type of work they perform; b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: <ul style="list-style-type: none"> i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods. 	<p>Janitorial, and foods service are provided by employees of contracted companies. Approximately 50 FTE globally.</p>
	<p>2-9 Governance structure and composition</p> <ul style="list-style-type: none"> a. describe its governance structure, including committees of the highest governance body; b. list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people; c. describe the composition of the highest governance body and its committees by: <ul style="list-style-type: none"> i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation. 	<p>Corporate Governance, page 40 Annual Report Corporate Governance Guidelines [https://www.vareximaging.com/corporate-governance/] Board of Directors [https://www.vareximaging.com/corporate-governance/] Committee Composition [https://www.vareximaging.com/corporate-governance/] 2023 Proxy Statement, pages 1-2 Governance hotline reporting [https://www.vareximaging.com/corporate-governance/]</p>

DISCLOSURE	REQUIREMENTS	LOCATION
	<p>2-10 Nomination and selection of the highest governance body</p> <ul style="list-style-type: none"> a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: <ul style="list-style-type: none"> i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization. 	<p>Corporate Governance Guidelines P3 & 17, https://www.vareximaging.com/corporate-governance/2023 Proxy Statement, Pages 11-12 https://www.vareximaging.com/wp-content/uploads/2023/12/tm2327743-3_nonfiling-none-23.6719662s.pdf</p>
	<p>2-11 Chair of the highest governance body</p> <ul style="list-style-type: none"> a. report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated. 	<p>The roles of Chairman and CEO are separate, and the Chairman of the Board of Directors does not serve as an executive officer of the organization. Governance, p 1-2 https://www.vareximaging.com/wp-content/uploads/2022/12/Varex-Corporate-Governance-Guidelines-08-20-22-Approved.pdf</p>

DISCLOSURE	REQUIREMENTS	LOCATION
	<p>2-12 Role of the highest governance body in overseeing the management of impacts</p> <ul style="list-style-type: none"> a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to sustainable development; b. describe the role of the highest governance body in overseeing the organization’s due diligence and other processes to identify and manage the organization’s impacts on the economy, environment, and people, including: <ul style="list-style-type: none"> i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes; c. describe the role of the highest governance body in reviewing the effectiveness of the organizations process as described in 2-12-b and report the frequency of this review" 	<p>Governance, p 1-2</p> <p>Corporate Governance Guidelines https://www.vareximaging.com/wp-content/uploads/2022/12/Varex-Corporate-Governance-Guidelines-08-20-22-Approved.pdf</p> <p>ESG Assessment p 8</p> <p>Our materiality assessment included interviews and surveys with employees, customers, and other stakeholders to identify material economic, environmental, and social topics.</p>
	<p>2-13 Delegation of responsibility for managing impacts</p> <ul style="list-style-type: none"> a. describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people, including: <ul style="list-style-type: none"> i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization’s impacts on the economy, environment, and people. 	<p>2023 Proxy Statement https://www.vareximaging.com/wp-content/uploads/2023/12/tm2327743-3_nonfiling-none-23.6719662s.pdf</p>

DISCLOSURE	REQUIREMENTS	LOCATION
2-14 Role of the highest governance body in sustainability reporting	<p>a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;</p> <p>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.</p>	2023 Proxy Statement https://www.vareximaging.com/wp-content/uploads/2023/12/tm2327743-3_nonfiling-none-23.6719662s.pdf
2-15 Conflicts of interest	<p>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated</p> <p>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none"> i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances. 	<p>"Corporate Governance Guidelines P 9 & 10 https://www.vareximaging.com/wp-content/uploads/2022/12/Varex-Corporate-Governance-Guidelines-08-20-22-Approved.pdf</p> <p>2023 Proxy Statement https://www.vareximaging.com/wp-content/uploads/2023/12/tm2327743-3_nonfiling-none-23.6719662s.pdf</p>
2-16 Communication of critical concerns	<p>a. describe whether and how critical concerns are communicated to the highest governance body;</p> <p>b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p>	Code of Ethics, P 2 & 3 https://www.vareximaging.com/wp-content/uploads/2023/05/2022-Final-Approved-Code-of-Conduct-v2.pdf
2-17 Collective knowledge of the highest governance body	<p>a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p>	ESG data and progress is reported on an annual basis in addition, the board receives periodic reports on specific subjects that impact ESG. For example cyber security, supply chain management, and enterprise risk.

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	<p>2-18 Evaluation of the performance of the highest governance body</p>	<p>a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;</p> <p>b. report whether the evaluations are independent or not, and the frequency of the evaluations;</p> <p>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices."</p>
	<p>2-19 Remuneration policies</p>	<p>ESG data and progress is reported on an annual basis in addition, the board receives periodic reports on specific subjects that impact ESG. For example cyber security, supply chain management, and enterprise risk. Board conducts an annual self assessment, comprised of a written questionnaire, and discusses the results and proposed action plans at least annually. Typically one or two actions are taken each year.</p>
	<p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ul style="list-style-type: none"> i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; <p>b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people."</p>	<p>2023 Proxy Statement P 36,37,45-47 & 49-52 https://www.vareximaging.com/wp-content/uploads/2023/12/tm2327743-3_nonfiling-none-23.6719662s.pdf</p>

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2-20 Process to determine remuneration	<p>a. describe the process for designing its remuneration policies and for determining remuneration, including:</p> <ul style="list-style-type: none"> i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; <p>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable."</p>	2023 Proxy Statement https://www.vareximaging.com/wp-content/uploads/2023/12/tm2327743-3_nonfiling-none-23.6719662s.pdf
2-21 Annual total compensation ratio	<p>a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);</p> <p>b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);</p> <p>c. report contextual information necessary to understand the data and how the data has been compiled."</p>	<p>a) 79.4:1</p> <p>c) The median was calculated using the average total pay at every job level across the business excluding the CEO, which at the time comprised of 2,400 individuals</p>
2-22 Statement on sustainable development strategy	<p>a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.</p>	ESG Report P 2-3

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	2-23 Policy commitments	<ul style="list-style-type: none"> a. describe its policy commitments for responsible business conduct, including: <ul style="list-style-type: none"> i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights including: <ul style="list-style-type: none"> i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties. 	<p>"Although Varex does not explicitly apply the Precautionary Principle, we are developing several risk assessment and management strategies across our operational planning and have considered appropriate risks in our current environmental strategy.</p> <p>About Varex, p 3</p> <p>Creating shared value, p 4-5</p> <p>Human Rights Policy https://www.vareximaging.com/wp-content/uploads/2022/05/20005493-VAREX-IMAGING-CORPORATION-HUMAN-RIGHTS-POLICY.pdf</p>

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	2-24 Embedding policy commitments	<p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"> i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments 	<p>The Company embeds its policy commitments into its operations in a number of ways. Notably,</p> <ul style="list-style-type: none"> i. Owners of policies are responsible for training stakeholders appropriately so that stakeholders are aware of their responsibilities. Some processes have regular checkpoints and updates, other processes are integrated into our annual internal audit plan that tests compliance to policies. Yet others are worked into our Sarbanes-Oxley controls and monitored on a quarterly and/or annual basis. ii. See i above. iii. The Company has a third-party code of conduct that applies to third parties with which the Company does business. In addition, it posts contractual and compliance flowdowns on its website. Our standard contract requires compliance with these flowdowns. iv. Owners of policies are responsible for training stakeholders appropriately so that stakeholders are aware of their responsibilities. Training is created by the owner and assigned and managed through our online learning management system.

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	<p>2-25 Processes to remediate negative impacts</p> <ul style="list-style-type: none"> a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback. 	<p>Varex 2023 Annual Report, Form 10-K https://www.vareximaging.com/wp-content/uploads/2023/12/Varex-10K-2023-FINAL-AS-FILED.pdf Ethical business, p 29-31 Governance hotline reporting https://www.vareximaging.com/about-us/ Code of Conduct https://www.vareximaging.com/wp-content/uploads/2023/05/2022-Final-Approved-Code-of-Conduct-v2.pdf</p>
	<p>2-26 Mechanisms for seeking advice and raising concerns</p> <ul style="list-style-type: none"> a. describe the mechanisms for individuals to: <ul style="list-style-type: none"> i. seek advice on implementing the organization’s policies and practices for responsible business conduct; ii. raise concerns about the organization’s business conduct. 	<p>Acting with integrity, p 27-28 ESG Report Whistleblower procedure and non-retaliation policy Our Code of Conduct provides guidelines for seeking advice. Information about our Ethical Hotline is available on our website. https://www.vareximaging.com/about-us/</p>

DISCLOSURE	REQUIREMENTS	LOCATION
2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: <ul style="list-style-type: none"> i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: <ul style="list-style-type: none"> i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance. 	<p>There were no incidents for non-compliance with laws and regulations in the social and economic areas in the reporting year.</p> <p>There were no fines or non-monetary sections for non-compliance with environmental laws across all operations.</p>
2-28 Membership associations	<ul style="list-style-type: none"> a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role. 	<p>We are a member of: AdvaMed (Advanced Medical Technology Association), National Association of Manufacturers, Utah Manufacturers Association, and BioUtah. We are also an active member of the ChamberWest Chamber of Commerce at the Salt Lake City facility.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
	2-29 Approach to stakeholder engagement	<p>a. describe its approach to engaging with stakeholders, including:</p> <ul style="list-style-type: none"> i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders." 	<p>Internal—management and employees from sites around the globe and across all functions of the business. External community—Salt Lake City and other local and regional government agencies and representatives, local and regional industry groups, local utilities, suppliers, investors, and many customers, among others.</p> <p>Through various interactions like interviews, surveys, and meetings, we formulate engagement programs and a process to identify stakeholders with whom to engage and track progress. We look at stakeholders who have the most influence or impact on and by our business operations. As a public company, our investors are key stakeholders.</p> <p>We want to understand the Environmental, Social, and Governance (ESG) issues that matter most to our stakeholders and that will have the biggest impact on our business. That is why we updated our materiality assessment in 2022, to understand if changes to our business in the last three years have impacted our material issues. We interviewed senior management, sales representatives, production managers and engineers, customers, and vendors as part of the assessment.</p> <p>Our Priorities, P 8</p>

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	<p>2-30 Collective bargaining agreements</p> <p>a. report the percentage of total employees covered by collective bargaining agreements;</p> <p>b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.</p>	<p>Percentage of total employees covered by collective bargaining agreements is 8.5%.</p>
	<p>3-2 List of material topics</p> <p>a. list its material topics;</p> <p>b. report changes to the list of material topics compared to the previous reporting period."</p>	<p>Our Priorities P 8</p> <p>No changes in reporting.</p>
<p>GRI 201: Economic Performance 2021</p>	<p>201-3 Defined benefit plan obligations and other retirement plans</p> <p>a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.</p> <p>b. If a separate fund exists to pay the plan's pension liabilities:</p> <ul style="list-style-type: none"> i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. <p>c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.</p> <p>d. Percentage of salary contributed by employee or employer.</p> <p>e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.</p>	<p>Outside the U.S. we have a defined benefit plan. Depending on the country, a separate fund exists to pay the plan's pension liabilities.</p> <p>There is currently an ongoing plan in process, which will allow us to make more specific estimations.</p> <p>Currently in the U.S., Varex matches the first 4% of employee contributions to their 401k plan. 92% of employees in the U.S. participate in the 401k retirement plan.</p>

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	201-4 Financial assistance received from government	<p>a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</p> <ul style="list-style-type: none"> i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. <p>b. The information in 201-4-a by country.</p> <p>c. Whether, and the extent to which, any government is present in the shareholding structure.</p>	<p>Varex received \$1.2M in R&D tax credits from the U.S. Department of the Treasury. Regionally, we also received \$112K from the Utah Department of Revenue EDTIF, and \$9K from the Utah Department of Revenue R&D</p> <p>Data for foreign governments (non-U.S.) is currently not available. We will look to disclose this data next year.</p> <p>(Varex to reach out for this)</p>
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	<ul style="list-style-type: none"> a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'. 	<p>We do not have a specific standard for local hiring of senior management. Senior management is generally understood as Director level and up. Significant locations of operation would be defined as a production or engineering/production location.</p> <p>We do not have a geographical definition for "local." Data is currently unavailable; however, we will look to report next year.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<ul style="list-style-type: none"> a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements. 	There were no significant infrastructure investments in 2023.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<ul style="list-style-type: none"> a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'. 	<p>The procedure and definitions are still being developed and determined; therefore, the data is currently not available. We are looking to report this in the future as our business matures. Most of our materials are of a relatively specific nature and we have to use the suppliers that meet our stringent specifications.</p> <p>The Supply Chain and Procurement teams work with the Supplier Quality program and with the Legal team to review procurement activities, including terms and conditions of master service agreements and purchase orders.</p>

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GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<ul style="list-style-type: none"> a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment." 	<p>We have assessed operations at 12 sites for risks related to corruption. We also consider our sales teams to be one operation as they span globally, and have assessed the risks of corruption at our sites as well as for our sales teams. While we have not identified any significant risks related to corruption, we provide in-person and web-based training to our sales teams every year, as well as in-person training to our representatives and distributors every other year. We encourage a culture of integrity, and have an ethical hotline where anyone can report a possible ethical concern. The 12 sites assessed are our production facilities which account for 44% of our locations but constitute the majority of our employees. We have an additional 17 sales and engineering offices globally.</p>

DISCLOSURE	REQUIREMENTS	LOCATION
205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region." 	<p>The company's anti-corruption policies and procedures have been communicated to all Board members. In addition, all of the company's employees globally are informed of the company's Code of Conduct, which includes guidance on anti-corruption policies and assigned anti-corruption training. Approx. 99% of total employees globally have certified to the Code of Conduct. 100% of incoming employees at all global operations are trained on the Code of Conduct, excluding any contracted workers.</p> <p>The company requires all distributors and contract representatives to agree to comply with our Code of Conduct and anti-corruption policies. In addition, the company includes in its standard terms and conditions for service providers and suppliers a requirement to become aware of and comply with the company's Code of Conduct and anti-corruption policies, though we do not specifically track or audit this requirement. Non-compliance will subject the business partner to termination. Our Code of Conduct is available on our website, intranet, and upon request.</p>
205-3 Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. 	<p>We are not aware of any incidents of corruption in 2022 and there were no public legal cases related to corruption in 2022.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgment 	There were no pending legal actions in 2022 in relation to anti-competitive behavior.
	301-1 Materials used by weight or volume	<ul style="list-style-type: none"> a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: <ul style="list-style-type: none"> i. non-renewable materials used; ii. renewable materials used. 	<p>Data is currently unavailable. We do not currently report the weight or volume of materials used. We have a large and complicated supply chain that makes measuring mass and volume of materials difficult. Vares's global operations place great emphasis on working with suppliers who follow good manufacturing practice and have an established quality system in place. We are working on developing full disclosure on all materials incorporated in our products. We anticipate this exercise will enable us to report on this in the future.</p> <p>Non-renewable materials: We use the following to produce and package our products: metals, graphite, plastics, glass, dielectric oil, foam, natural gas, diesel, gasoline, ceramic</p> <p>Renewable materials: We use the following renewable materials: water, paper, glycol, rubber, and wood.</p>
	301-2 Recycled input materials used	<ul style="list-style-type: none"> a. Percentage of recycled input materials used to manufacture the organization's primary products and services. 	Data is currently unavailable. The recycled content of input materials is not currently tracked. Efforts are ongoing to quantify and track these materials, especially the metals including steel, aluminum, tungsten, and gold.

DISCLOSURE		REQUIREMENTS	LOCATION
	301-3 Reclaimed products and their packaging materials	<ul style="list-style-type: none"> a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected." 	<p>X-ray customers are given a credit for housings that are reloaded with new tubes. In 2023, 5,617 end-of-life X-ray tubes were returned and approximately 95% of the material from those tubes was recycled or reused.</p> <p>Waste material is tracked by quantity of refurbished units divided by total units used. Efforts are underway to track the quantity of reclaimed products.</p>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used." 	<p>Total fuel consumption within the organization in joules:</p> <p>Natural gas: 104,035 GJ Electricity: 123,782 GJ Diesel: 2,244 GJ Gasoline: 2,424 GJ Liquefied propane: 2,007 GJ</p> <p>Numbers were calculated by collecting all sites' utility information and converting to the appropriate unit of measure. Conversion factors were sourced from the website www.convertunits.com.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used. 	
	302-5 Reductions in energy requirements of products and services	<ul style="list-style-type: none"> a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used. 	There were no known reductions in 2023 in the energy requirements of our products and services.

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress. 	The Sustainability and Environmental teams monitor water use as well as conducting an annual review against goals, noting additional areas for improvement. There were no new projects in 2023
	303-5 Water consumption	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modelled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors. 	<ul style="list-style-type: none"> a. Total water use is 126,808 m³ A 1,156 m³ reduction from 2022 b. N/A c. Water storage is not material. d. Water use is collected for production locations and estimated for sales offices.

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>There were 11,571 metric tons (Market Based) of CO₂ equivalent emissions in 2023. All CO₂ emissions are non-biogenic. This calculation included all gases—CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃—and factors provided by the U.S. EPA were used for the calculation.</p> <p>The consolidation approach for emissions is operational control.</p> <p>Standards, methodologies, assumptions: the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard was used in conjunction with the EPA Climate Leadership reporting and the EPA GHG Calculator Tool. Estimates of energy use at sites of less than 631 m².</p>

DISCLOSURE	REQUIREMENTS	LOCATION
305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. d. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>Gross location-based energy indirect (Scope 2) GHG emissions: 11,916 metric tons of CO₂ equivalent</p> <p>Gross market-based energy indirect (Scope 2) GHG emissions:</p> <p>For these calculations, we included all gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃) and 2017 will be our baseline year as it is our first reporting year.</p> <p>Market-based factors for Salt Lake City, UT, were provided by Rocky Mountain Power. Santa Clara, CA, factors were provided by Silicon Valley Power. All remaining U.S. factors are from U.S. EPA electric grid for location-based, and state specific for market-based emissions. Any action-based factors outside the U.S. were taken from the International Energy Agency 2018 report, and from the Association of Issuing Bodies for European Residual Mixes for market-based factors.</p> <p>We used an operational control consolidation approach for emissions.</p> <p>Standards, methodologies, assumptions, and/or calculations tools used: the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard was used in conjunction with the EPA Climate Leadership reporting tool, and the EPA GHG calculator. Estimates of energy use at sites of less than 631 m².</p>

DISCLOSURE	REQUIREMENTS	LOCATION
305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: <ul style="list-style-type: none"> i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used. 	Please see the 2017 report for baseline numbers. We are continuing to develop methods to better monitor other Scope 3 emissions.
305-4 GHG emissions intensity	<ul style="list-style-type: none"> a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. 	<p>GHG emissions intensity ratio for the organization:</p> <ul style="list-style-type: none"> > Location-based: 26.4 grams CO₂e/\$ sales > Market-based: 26.29 grams CO₂e/\$ sales <p>As the denominator, we used 2023 Sales: \$893.4M</p> <p>For calculating the intensity ratio, we included Scope 1, 2 (direct and indirect), and 3 GHG emissions. Scope 3 was included based on an estimate from previous year. For this calculation, we included all gases: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.</p>

DISCLOSURE	REQUIREMENTS	LOCATION
	<p>305-5 Reduction of GHG emissions</p> <ol style="list-style-type: none"> GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. Base year or baseline, including the rationale for choosing it. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). Standards, methodologies, assumptions, and/or calculation tools used. 	
	<p>305-6 Emissions of ozone-depleting substances (ODS)</p> <ol style="list-style-type: none"> Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. Substances included in the calculation. Source of the emission factors used. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>Varex Imaging did not produce any emissions of ozone-depleting substances in 2023.</p>
	<p>305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions</p> <ol style="list-style-type: none"> Significant air emissions, in kilograms or multiples, for each of the following: <ol style="list-style-type: none"> NO_x SO_x Persistent organic pollutants (POP) Volatile organic compounds (VOC) Hazardous air pollutants (HAP) Particulate matter (PM) Other standard categories of air emissions identified in relevant regulations Source of the emission factors used. Standards, methodologies, assumptions, and/or calculation tools used. 	<p>Significant air emissions, in metric tons or multiples, for each of the following:</p> <ul style="list-style-type: none"> > NO_x: 0.52 metric tons > SO_x: 0.08 metric tons > No persistent organic pollutants (POP) > VOCs: 11.96 metric tons <p>None or no significant emissions of hazardous air pollutants (HAP), particulate matter (PM), or other standard categories of air emissions identified in relevant regulations.</p> <p>For these calculations, we used U.S. EPA emission factors and U.S. EPA standards.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<p>a. For the organization’s significant actual and potential waste-related impacts, a description of:</p> <ul style="list-style-type: none"> i. the inputs, activities, and outputs that lead or could lead to these impacts; ii. whether these impacts relate to waste generated in the organization’s own activities or to waste generated upstream or downstream in its value chain. 	<ul style="list-style-type: none"> i. The majority of waste is generated on-site at the production facilities. ii. Varex Imaging’s products require specific raw materials that are easily recycled and repurposed. Varex makes great effort to be a cradle to grave manufacturer. iii. Varex makes great effort to be a cradle to grave manufacturer. We request our products be returned at the end of life so that we can recycle or repurpose as much as possible.
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> a. Actions, including circularity measures, taken to prevent waste generation in the organization’s own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data. 	<ul style="list-style-type: none"> a. X-ray tubes and associated products have a finite life span. As such, we provide our customers a credit as they return the “dead” X-ray tube. This allows us to recycle or repurpose as much material as we can. We believe that transitioning toward a circular and lower-carbon economy by reusing and recycling end-of-life products enables us to maximize value for our customers while reducing our environmental impact b. At Varex we manage our own waste/recycle streams. We utilize locally licensed and permitted waste contractors to ensure proper disposal of waste. c. All returned products have a serial number that identifies the product and allows us to track our returned materials. All site waste is tracked on an annual basis through collecting manifests that provide the number of dumpster pulls and weight totals as available.

DISCLOSURE		REQUIREMENTS	LOCATION
	306-3 Waste generated	<ul style="list-style-type: none"> a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled. 	<ul style="list-style-type: none"> a. Varex production facilities generated 1,315 tons of waste. 540 tons to Landfill and 775 tons Recycled giving us a 59% diversion rate. Most facilities have landfill and recycle services and the totals are taken from those service providers. b. Varex has 11 production facilities with significant waste generation. The numbers are collected from local facility and operation managers on an annual basis.

DISCLOSURE	REQUIREMENTS	LOCATION
306-4 Waste diverted from disposal	<ul style="list-style-type: none"> a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. 	<ul style="list-style-type: none"> a. 775 metric tons b. We do not have significant hazardous waste and do not track this on a global level. c. 775 metric tons d. All disposal operation, both hazardous and non-hazardous waste, is off-site. e. Varex has 12 production facilities with significant waste generation. The numbers are collected from local facility managers on an annual basis.

DISCLOSURE	REQUIREMENTS	LOCATION
306-5 Waste directed to disposal	<ul style="list-style-type: none"> a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. 	<ul style="list-style-type: none"> a. 1315 metric tons b. This information is not collected by Varex. c. 540 metric tons were directed to landfill and 775 metric tons to recycling providers. Disposal method is not collected by Varex. d. All waste is disposed of off-site. e. Varex has 12 production facilities with significant waste generation. The numbers are collected from local facility managers on an annual basis.

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	<p>a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:</p> <ul style="list-style-type: none"> i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. <p>b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.</p>	There were no fines or non-monetary sanctions for non-compliance with environmental laws across all operations.
	308-1 New suppliers that were screened using environmental criteria	<p>a. Percentage of new suppliers that were screened using environmental criteria.</p>	Our Master Services Agreements and purchase order terms and conditions include environmental criteria such as REACH, WEEE, and other relevant criteria. Suppliers will be screened every four years. All new suppliers are screened. These policies were established in 2018.
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why. 	Our Master Services Agreements and purchase order terms and conditions include environmental criteria such as REACH, WEEE, and other relevant criteria. These policies were established in 2018. We have not identified any suppliers with potential negative environmental impacts.

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p>	See Appendix, Employee data, Table X, p XX
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. <p>b. The definition used for 'significant locations of operation'.</p>	<p>We provide life insurance, healthcare, disability, and short-term disability insurance, and we have provided maternity leave since 2017. We provide a matching of up to 100% of 3% in the U.S. for retirement. We have an employee stock option purchasing program. We do not distinguish between full- and part-time employees.</p> <p>Our Conflict Minerals Policy [https://www.vareximaging.com/wp-content/uploads/2022/03/Conflict-Minerals-Policy.pdf] was developed and published in 2018. This is still an ongoing process. Significant locations are defined as any sites that have engineering or production facilities."</p>
	401-3 Parental leave	<p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender.</p>	<p>In 2018, we implemented paternity leave, in addition to maternity leave.</p> <p>100% of employees maintained their current role at an equivalent grade when they returned from leave: 7 women and 37 men utilized the maternity/paternity leave.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements. 	The minimum number of weeks' notice typically provided to employees and their representatives varies—from three months to six months—depending on location. This notice period includes employees or organizations with collective bargaining agreements.

DISCLOSURE		REQUIREMENTS	LOCATION
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1 Occupational health and safety management system</p>	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> a. A statement of whether an occupational health and safety management system has been implemented, including whether: <ul style="list-style-type: none"> i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/ guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered." 	<p>Empowering people and communities, p 23-24 Recruiting and retaining talent, p 24-25 Governance, Corporate Governance Guidelines [https://www.vareximaging.com/wp-content/uploads/2022/12/Varex-Corporate-Governance-Guidelines-08-20-22-Approved.pdf] Ethical business, Varex Code of Conduct Safety Regulations, p 7-9 2023 Annual Report Safety and Wellness, p 12 2023 Annual Report Hotline reporting [https://www.vareximaging.com/about-us/] Code of Conduct [https://www.vareximaging.com/wp-content/uploads/2022/10/2022-Final-Approved-Code-of-Conduct.pdf] Our Employee Health and Safety Policy states: "It is Varex's policy to provide employees with a safe and healthy work environment and to prevent injuries by implementing effective accident prevention programs." Health and safety is managed globally with more specific regulations based on local requirements. All full-time, non-contract employees are covered by the health and safety policies. Our health and safety program covers all production workers, engineers, office staff, and all contract labor associated with our office and production operations. Work includes engineering and office support, machine shop, electrical, plumbing, product manufacturing, product cleaning, and assembly Health and safety is a joint responsibility shared by management and employees. The Environmental Health and Safety Executive Council conducts an annual review of the performance and management of the organization. Local representatives at each site assess and evaluate the performance.</p>

DISCLOSURE	REQUIREMENTS	LOCATION
403-2 Hazard identification, risk assessment, and incident investigation	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: <ul style="list-style-type: none"> i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system. 	<ul style="list-style-type: none"> a. <ul style="list-style-type: none"> i. Varex has a health and safety program in place that meets or exceeds the local governmental safety requirements at each location. Each site has a safety coordinator. ii In the U.S., all OSHA standards are met or exceeded. b. Our Hotline Reporting is available here and our Code of Conduct is available here. https://www.vareximaging.com/about-us/ c. It is expected that employees will not work in an unsafe environment. Varex expects employees to recognize and report safety issues and ask questions when needed. If the employee is concerned about reprisal they can work directly with our Environmental Health and Safety Manager. This is expressed in the annual safety trainings with employees. d. All work-related incidents are investigated by our Environmental Health and Safety Manager. All processes are evaluated for any possible safety issues prior to implementation. If improvement opportunities arise, the changes are considered and implemented if possible.

DISCLOSURE	REQUIREMENTS	LOCATION
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees. 	<ul style="list-style-type: none"> a. Contract employees working conditions are managed by their associated managers. The managers work directly, when necessary, with the Varex team to address health and safety issues b. There are no formal joint management operations at Varex.
403-5 Worker training on occupational health and safety	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>REQUIREMENTS</p> <p>A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations."</p>	<ul style="list-style-type: none"> a. Annual training is performed for electrical safety, fire safety, energy control (LOTO), radiation safety, hazardous waste, hazard communication, building evacuation, machine guarding, fall protection, personal protective equipment, and ergonomics training.
403-6 Promotion of worker health	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs. 	<ul style="list-style-type: none"> a. Varex provides on-site healthcare in some locations. Varex also offers health insurance for non-occupational medical and healthcare services depending upon the country requirements. b. Varex provides a "non-smoker" benefit as well as physical fitness incentives.

DISCLOSURE		REQUIREMENTS	LOCATION
	403-8 Workers covered by an occupational health and safety management system	<p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: <ul style="list-style-type: none"> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. 	<p>All full-time employees and contractors are expected to follow the health and safety system. All health and safety data is recorded and tracked utilizing internal systems to manage employee incidents, near misses, and health issues. All health and safety protocols within the United States meet OSHA standards while foreign facilities and offices comply with the regulations of the local countries.</p> <ul style="list-style-type: none"> a. <ul style="list-style-type: none"> i. 100%, all employees and contractors are managed by the Varex safety and health guidelines. ii. 100%, all production facilities meet all OSHA and local safety regulations depending on country of operation. All policies and procedures are consistently reviewed. iii. This data is not collected at this time. b. All employees and contractors are included in this program. c. N/A

DISCLOSURE	REQUIREMENTS	LOCATION
403-9 Work-related injuries	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<ul style="list-style-type: none"> a. i. Zero ii. Zero iii. USA = 10 iv. Slip and Fall, Hand Injuries, Muscle strains v. USA = 2,089,111 b. i-ii-iii-iv Included in the numbers above. c. Electrical exposure, chemical exposure, radiation exposure, powered industrial trucks <ul style="list-style-type: none"> i. Internal and third-party safety audits ii. None iii. Controls and safety measures are in place d. Audit and inspect previous controls to maintain their efficiency. e. Based on 200,000 hours worked f. Zero g. In the U.S., we adhere to OSHA standards.

DISCLOSURE		REQUIREMENTS	LOCATION
	403-10 Work-related ill health	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>c. The work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>All USA offices utilize OSHA requirements, foreign locations utilize their local health and safety associations reporting options.</p> <ul style="list-style-type: none"> a. <ul style="list-style-type: none"> i. Zero ii. USA = 10 iii. slip, fall and hand injuries b. <ul style="list-style-type: none"> i. included in numbers above ii-iii included in numbers above c. <ul style="list-style-type: none"> i. Internal and third party safety audits ii - None iii - Audit and inspect previous controls to maintain their efficiency. d. None e. None
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> i. gender; ii. employee category. 	<p>Our current training system does not have an accurate way to calculate and verify an average for training hours. We can, however, confirm our employees completed over 70,000 training courses in 2022.</p>

DISCLOSURE	REQUIREMENTS	LOCATION
	<p>404-2 Programs for upgrading employee skills and transition assistance programs</p> <p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	<p>When an employee is hired, promoted, or transferred, the manager or supervisor assigns necessary training based on the employee's education, background, experience, and assigned responsibilities. The employee is responsible for completing any assigned training on time and must provide his or her manager with documentation of any required training that is not tracked in the learning management system.</p> <p>In the U.S., we provide a tuition reimbursement program for U.S. employee college courses. In 2022 we had 48 employees participate reimbursing \$197K in tuition.</p> <p>We do not have a program for employee termination or retirement training; however, we will look into developing this as needed.</p> <p>Recruiting & Retaining Talent, P 24-25"</p>
	<p>404-3 Percentage of employees receiving regular performance and career development reviews</p> <p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	<p>All employees (100%) received a regular annual performance review.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>405-1 Diversity of governance bodies and employees</p>	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). 	<p>"Percentage of individuals within the organization's various bodies in each of the following diversity categories:</p> <p>Board of Directors:</p> <ul style="list-style-type: none"> > Male: 57%, female:43%. > Under 30 years old: 0; 30-50 years old: 0; over 50 years old: 100%. <p>For additional data on all of our employees, please see our Employee Data Sheet in the Appendix.</p> <p>During this reporting year, we did not track the percentage of individuals in certain minority or vulnerable group categories.</p> <p>While we do not have a formal diversity policy, our Board and Nominating and Corporate Governance Committee are committed to actively seeking highly qualified women and individuals from minority groups to include in the pool from which new candidates are selected. In 2020, we began working on a diversity and inclusion program. See Appendix, Employee data for more information, p XX.</p> <p>2023 Proxy Statement https://www.vareximaging.com/wp-content/uploads/2023/12/tm2327743-3_nonfiling-none-23.6719662s.pdf"</p>
	<p>405-2 Ratio of basic salary and remuneration of women to men</p>	<p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	<p>See Table Below</p>

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: <ul style="list-style-type: none"> i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action. 	There were no findings of discrimination in 2023.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining. 	<p>Freedom of association and collective bargaining is addressed in our Employment Policy. We also comply with the local laws in the locations where we operate.</p> <p>We continue to assess our key sustainability-related risks in our supply chain, and will look to report on this in future reporting years.</p> <p>Legal and HR teams conduct periodic reviews to assess compliance to laws and regulations in locations where we operate. Changes are made as needed.</p> <p>Human Rights Policy [https://www.vareximaging.com/wp-content/uploads/2022/05/20005493-VAREX-IMAGING-CORPORATION-HUMAN-RIGHTS-POLICY.pdf]"</p>

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> a. Operations and suppliers considered to have significant risk for incidents of: <ul style="list-style-type: none"> i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor. 	<p>Varex Imaging has an international supply chain and is assessing risks of child labor or young workers exposed to hazardous work.</p> <p>We are adding human rights criteria (including prevention of child labor) into our Supplier Quality program to identify where the negative impacts lie in order to address them going forward. We will be reviewing our new Supplier Quality program once a year in order to evaluate its effectiveness going forward. The program will help us to achieve our responsible supply chain goals, see p 33.</p> <p>Human Rights Policy [https://www.vareximaging.com/corporate-governance/] https://www.vareximaging.com/wp-content/uploads/2022/05/20005493-VAREX-IMAGING-CORPORATION-HUMAN-RIGHTS-POLICY.pdf</p>

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor."</p>	<p>Forced labor is addressed in our employment policies, as well as in our Conflict Minerals Policy.</p> <p>Varex Imaging has an international supply chain and is assessing risks of forced or compulsory labor. Work is underway to include assessments regarding forced or compulsory labor in our Supplier Quality program.</p> <p>We are adding human rights criteria (including prevention of forced or compulsory labor) into our Supplier Quality program to identify where the negative impacts lie in order to address them going forward. We will be reviewing our new Supplier Quality program once a year in order to evaluate its effectiveness going forward. The program will help us to achieve our responsible supply chain goals, p 33.</p> <p>Human Rights Policy [https://www.vareximaging.com/wp-content/uploads/2022/05/20005493-VAREX-IMAGING-CORPORATION-HUMAN-RIGHTS-POLICY.pdf]"</p>
GRI 412: Human Rights	412-1 Operations that have been subject to human rights reviews or impact assessments	<p>a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	<p>None of our operations were subject to human rights review or impact assessments in 2023.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
	412-2 Employee training on human rights policies or procedures	<ul style="list-style-type: none"> a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations. 	2,634 hours of human rights training were conducted in 2022.
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<ul style="list-style-type: none"> a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'. 	There were no investment agreements and contracts that include human rights clauses or that underwent human rights screening.

DISCLOSURE		REQUIREMENTS	LOCATION
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes. 	Empowering People and Communities P 23-24
	413-2 Operations with significant actual and potential negative impacts on local communities	<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> i. the location of the operations; ii. the significant actual and potential negative impacts of operations." 	With our current operations, we do not have any significant impacts on local communities, but as we develop a clearer global strategy on Supporting our neighbors, we will track this information when applicable.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<p>a. Percentage of new suppliers that were screened using social criteria.</p>	Work is ongoing to include social assessment as a criteria in our Supplier Quality program.

DISCLOSURE		REQUIREMENTS	LOCATION
	414-2 Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why. 	We did not conduct any assessments in 2023 and are in the process of developing a more robust system to implement and report on this issue. This plan is still in an early phase and we will aim to have more information on this system in future reporting years.
GRI 415: Public Policy 2016	415-1 Political contributions	<ul style="list-style-type: none"> a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated. 	As part of our conflict of interest policy, we do not give political donations globally.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement. 	Varex operates in heavily regulated industries that require the assessment of certain products and services for health and safety impacts. 100% of our products are continuously assessed for improvements regarding health and safety impacts.

DISCLOSURE		REQUIREMENTS	LOCATION
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>Product safety and quality, p 10-11</p> <p>Varex operates in heavily regulated industries and incidents of non-compliance concerning the health and safety impacts of our products and services would be reported as appropriate. There have been no issues of non-compliance reported in 2023.</p>
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<p>a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling:</p> <ul style="list-style-type: none"> i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). <p>b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	<p>In our product information and labeling, we require providing the sourcing of components of the product, the content—particularly with regard to substances that might produce an environmental or social impact—safe use of the product or services, and disposal of the product and environmental or social impacts.</p> <p>100% of our products are covered by and assessed for compliance with such procedures.</p>
	417-2 Incidents of non-compliance concerning product and service information and labeling	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>There were no incidents of non-compliance concerning products and service information and labeling.</p>

DISCLOSURE		REQUIREMENTS	LOCATION
	417-3 Incidents of non-compliance concerning marketing communications	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	There were no incidents of non-compliance concerning marketing communications.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. <p>b. Total number of identified leaks, thefts, or losses of customer data.</p> <p>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	There were no substantiated complaints received concerning breaches of customer privacy in the reporting year.
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	<p>a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:</p> <ul style="list-style-type: none"> i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. <p>b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.</p> <p>c. The context against which significant fines and non-monetary sanctions were incurred.</p>	There were no such incidents in the reporting year.

APPENDIX | EMPLOYEE DATA INDEX

GENDER	REGION	LOCATION	*UNDER 30			30-50			OVER 50			TOTAL		
			TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED
Female	AMER	Franklin Park	1	1	0	3	0	0	6	0	1	10	1	1
Female	AMER	Franklin Park (HR)	0	0	0	0	0	0	1	0	1	1	0	1
Female	AMER	Houston	0	0	0	2	1	0	0	0	0	2	1	0
Female	AMER	Las Vegas	1	1	0	2	0	0	6	0	0	9	1	0
Female	AMER	Liverpool NY	2	0	0	2	0	0	6	1	1	10	1	1
Female	AMER	Pensacola	0	0	0	1	0	1	0	0	0	1	0	1
Female	AMER	Pittsford	0	0	0	1	0	0	0	0	0	1	0	0
Female	AMER	Salt Lake City	87	11	22	155	12	39	111	2	22	353	25	83
Female	AMER	Salt Lake City (HR)	1	1	0	7	3	0	0	0	0	8	4	0
Female	AMER	Salt Lake City 1920S	1	1	0	2	1	0	2	2	0	5	4	0
Female	AMER	San Jose	1	0	0	4	0	0	7	1	2	12	1	2
Female	APAC	Beijing	0	0	0	3	0	0	1	0	0	4	0	0
Female	APAC	Calamba-10	4	0	0	10	1	2	0	0	0	14	1	2
Female	APAC	Calamba-9	8	2	1	27	8	1	1	0	0	36	10	2
Female	APAC	Seoul	0	0	0	2	0	0	0	0	0	2	0	0
Female	APAC	Tokyo	0	0	0	0	0	0	2	0	0	2	0	0
Female	APAC	Wuxi	1	0	1	5	0	0	0	0	0	6	0	1
Female	EMEIA	Bordon	0	0	0	0	0	0	1	1	0	1	1	0
Female	EMEIA	Cham	0	0	0	1	0	0	1	0	0	2	0	0
Female	EMEIA	Danderyd	0	0	0	1	1	0	1	0	0	2	1	0
Female	EMEIA	Doetinchem	0	0	0	10	0	2	8	0	0	18	0	2

GENDER	REGION	LOCATION	*UNDER 30			30-50			OVER 50			TOTAL		
			TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED
Female	EMEIA	Espoo	3	2	0	9	4	1	2	0	0	14	6	1
Female	EMEIA	London	0	0	0	0	0	0	1	0	1	1	0	1
Female	EMEIA	Pune	1	1	0	2	1	0	0	0	0	3	2	0
Female	EMEIA	Riyadh	0	0	0	1	0	0	0	0	0	1	0	0
Female	EMEIA	Walluf	0	0	0	8	0	1	7	0	1	15	0	2
Female	EMEIA	Willich	1	0	0	3	0	0	1	0	0	5	0	0
Male	AMER	Franklin Park	4	1	0	9	0	2	21	1	4	34	2	6
Male	AMER	Franklin Park (HR)	0	0	0	0	0	0	1	1	0	1	1	0
Male	AMER	Houston	0	0	0	4	3	0	0	0	0	4	3	0
Male	AMER	Las Vegas	8	5	0	26	7	6	19	2	1	53	14	7
Male	AMER	Liverpool NY	1	0	1	11	0	2	10	0	0	22	0	3
Male	AMER	Pensacola	0	0	0	1	0	1	3	0	2	4	0	3
Male	AMER	Pittsford	1	0	0	2	1	0	1	0	0	4	1	0
Male	AMER	Salt Lake City	194	24	53	392	34	59	223	5	33	809	63	145
Male	AMER	Salt Lake City (HR)	0	0	0	5	2	0	3	0	0	8	2	0
Male	AMER	Salt Lake City 1920S	1	0	0	6	4	1	8	8	0	15	12	1
Male	AMER	San Jose	1	0	0	8	0	1	17	0	0	26	0	1
Male	AMER	Santa Clara	0	0	0	0	0	0	1	0	1	1	0	1
Male	AMER	Sao Paulo	0	0	0	1	0	0	0	0	0	1	0	0
Male	APAC	Beijing	0	0	0	8	0	1	5	0	1	13	0	2
Male	APAC	Calamba-10	15	4	2	61	4	6	0	0	0	76	8	8

GENDER	REGION	LOCATION	*UNDER 30			30-50			OVER 50			TOTAL		
			TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED
Male	APAC	Calamba-9	48	23	9	96	29	8	7	1	1	151	53	18
Male	APAC	Seoul	0	0	0	1	0	0	2	1	0	3	1	0
Male	APAC	Tokyo	0	0	0	5	1	0	3	1	0	8	2	0
Male	APAC	Wuxi	1	0	0	12	0	0	0	0	0	13	0	0
Male	EMEIA	Bordon	2	2	0	2	2	0	4	4	0	8	8	0
Male	EMEIA	Bremen	0	0	0	0	0	0	1	0	0	1	0	0
Male	EMEIA	Cham	0	0	0	1	0	0	0	0	0	1	0	0
Male	EMEIA	Danderyd	2	1	0	5	1	1	3	0	2	10	2	3
Male	EMEIA	Doetinchem	12	0	0	59	1	5	43	2	0	114	3	5
Male	EMEIA	Espoo	6	4	1	27	7	2	4	1	0	37	12	3
Male	EMEIA	London	0	0	0	3	1	0	2	0	0	5	1	0
Male	EMEIA	Munich	0	0	0	3	0	0	3	1	0	6	1	0
Male	EMEIA	Pune	1	0	1	11	11	0	2	1	0	14	12	1
Male	EMEIA	Riyadh	0	0	0	1	0	0	0	0	0	1	0	0
Male	EMEIA	Stoke on Trent	0	0	0	1	1	0	2	2	0	3	3	0
Male	EMEIA	Walluf	6	0	1	59	1	0	20	0	0	85	1	1
Male	EMEIA	Willich	2	1	0	12	1	0	2	0	0	16	2	0
Not Declared	AMER	Salt Lake City	1	1	0	1	1	1	1	0	0	3	2	1
Not Declared	APAC	Calamba-10	1	0	0	0	0	0	0	0	0	1	0	0
Not Declared	EMEIA	Bremen (Other Home Office)	0	0	0	1	0	0	0	0	0	1	0	0
Not Declared	EMEIA	London	0	0	0	1	0	0	0	0	0	1	0	0
Not Declared	EMEIA	Walluf	1	0	0	0	0	0	0	0	0	1	0	0

GENDER	REGION	LOCATION	*UNDER 30			30-50			OVER 50			TOTAL		
			TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED	TOTAL EMPLOYEES	NEW HIRES	TERMINATED
(Blank)	APAC	Calamba-10	43	2	3	0	0	0	0	0	0	43	2	3
(Blank)	APAC	Calamba-9	122	15	23	0	0	0	0	0	0	122	15	23
(Blank)	APAC	Tokyo	2	0	2	0	0	0	0	0	0	2	0	2
(Blank)	EMEIA	Danderyd	3	0	0	0	0	0	0	0	0	3	0	0
(Blank)	EMEIA	Doetinchem	2	0	0	0	0	0	0	0	0	2	0	0
(Blank)	EMEIA	Espoo	30	1	6	0	0	0	0	0	0	30	1	6
(Blank)	EMEIA	Walluf	8	1	2	0	0	0	0	0	0	8	1	2
(Blank)	EMEIA	Willich	1	0	0	0	0	0	0	0	0	1	0	0
Total			631	105	128	1,096	144	143	576	38	74	2,303	287	345



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