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TITLE: Videojet Sustainability Policy	PRIMARY DEPT/OWNER: EHS and Sustainability Department APPROVALS: Ondrej Kruk-President Signature:	

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1.0 PURPOSE AND SCOPE

The purpose of this policy is to provide Videojet's commitment and framework to action for Sustainability, including environmental and social aspects. This Policy applies globally to all Videojet Technologies, Inc. locations.

2.0 INTRODUCTION.

Videojet is a world-leading coding and marking provider with over 4000 employees in over 26 countries. We provide cutting-edge technologies and systems that help keep production lines moving. Videojet is one of more than 20 operating companies in Danaher Corporation with our Shared Purpose: Helping Realize Life's Potential.

3.0 MISSION.

We lead with innovation and passion to solve the world's product identification challenges. We partner with our customers to protect their customers.

We work with our customers to improve their operational reliability and productivity, protect, and grow their brands, and stay ahead of industry trends and regulations.

We succeed as one global team creating opportunities for our associates to learn and grow.

We do so by adhering to our guiding principles:

- Place customers at the core of everything we do.
- Strive to create world-class solutions and capabilities.
- Win together every day with enthusiasm, humility, and integrity.
- Are accountable to each other, our shareholders, and the communities where we work and live.


4.0 OUR DEFINITION OF SUSTAINABILITY.

What it is – Conducting our business considering the long-term interests of our associates, customers, shareholders, business partners, communities, future generations, and our planet in everything we do.

Why we do it – We are committed to helping current and future generations of stakeholders realize life's potential.

How we do it – We drive sustainability through our people, product innovation and environmental impact, powered by the Danaher Business System (DBS).

Where we do it – We drive sustainability wherever we operate, including our facilities, customer sites, supply chain, communities, and environment.

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5.0 OUR SUSTAINABILITY PILLARS.

Three pillars serve as the foundation of Videojet's sustainability commitment:

- People
- Product Innovation
- Environment

5.1 People

People

Helping People Reach Their Potential

We strive to attract, develop, engage, and retain the best people to continually make Videojet a better place to work while ensuring a safe working environment for all.

Focus Areas:

- **Diversity & Inclusion** – We build a global culture of inclusion and psychological safety which naturally drives the attraction, retention, and engagement of highly skilled and diverse talent. Diversity brings in new perspectives that drive innovation and an inclusive environment brings together strong teams that perform at a higher level enabling us to win as a team.
- **Associate Working Conditions** – We strive to maintain a safe, clean, and healthy environment for our associates and the global communities where we operate and through which we serve our customers.
- **Career Development and Training** – We empower our associates to take control of their career growth and realize their full potential with meaningful training and development opportunities.

5.2 Product Innovation


Product Innovation

Helping Solve Product Identification Challenges

We place customers at the core of everything we do. We innovate to improve our products' uptime and reliability, enabling our customers to meet their production and sustainability goals.

Focus Areas:

- **Customer Health and Safety** – Our products are responsibly designed and manufactured to meet global safety, environmental, and regulatory requirements.

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- **Design for Uptime and Reliability** – We leverage our engineering expertise to deliver products that keep our customers' lines running, contributing to their broader sustainability goals.
- **Product Life-Cycle Support** – We partner with our customers throughout the product's life cycle to enhance the customer experience and support their sustainability initiatives.

5.3 Environment

Environment

Helping Reduce Our Environmental Impact

We are committed to reducing our emissions, waste, and energy footprint by streamlining our global operations.

Focus Areas

- **Implementing Environmental Management Systems** – We use the fourteen guiding principles from the EMS to conduct our business.
- **Change Management** – We execute our vision to prevent negative environmental outcomes and encourage sustainably conscious improvements.
- **Supplier Chain Collaboration** – We partner with suppliers to reduce our joint global carbon and waste footprints.


6.0 GOVERNANCE

Videojet's culture is rooted in a strong foundation of integrity and sound governance, and our sustainability efforts reflect this commitment. We are committed to maintaining the highest ethical standards and complying with all applicable laws, wherever we do business.

The applicable scope of this Policy and our commitments relating to communication of this Policy has been approved by Videojet Technologies, Inc. President. The functional leaders from the following departments are responsible to ensure adherence to this policy: Human Resources (HR), Environment, Health, Safety, and Sustainability (EHS&S), Diversity and Inclusion (D+I), DBS, Procurement, Communications, Legal and Compliance functions.

The responsibilities of our centralized, corporate ethics and compliance function include:

- Developing and communicating policies that convey Videojet's expectations and requirements relating to ethics and compliance.
- Developing and overseeing implementation of programs and campaigns that increase associates' ethical awareness.
- Reporting to Danaher's Audit Committee and compliance program
- Developing and implementing ethics and compliance training.

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- Leveraging DBS tools to support Videojet's and Danaher's ethics and compliance program.
- Collaborating with Danaher's internal audit function to manage our anti-corruption risk assessment and risk mitigation program.
- Ensuring all Videojet associates are trained on the Danaher Code of Conduct and other key topics through annual required compliance training.
- Commitment to Data Privacy and Security – in line with applicable data privacy regulations worldwide, we are committed to best practices when it comes to protecting the data of our associates, third parties, and our customers.
- Speak Up Hotline – As part of Danaher, Videojet offers its associates and business partners the opportunity to ask questions or report any concerns related to ethics and compliance through an independent third-party reporting system.

7.0 REPORTING AND ENGAGEMENT.

To help ensure our disclosures meet stakeholder needs, we periodically engage with external and internal stakeholders to invite suggestions for improving our disclosure. At the start of each reporting cycle, we review feedback and adjust our disclosure where appropriate.

8.0 REFERENCES

Additional documents are available that articulate Videojet's sustainability-related requirements and expectations; the sustainability page of Danaher's public website, www.danaher.com, links to our Code of Conduct and other, function-specific policies that also address key elements of sustainability.

9.0 REASON FOR CHANGE

Date	Change Description