



# Global Labor and Human Rights Policy



Pacira BioSciences, Inc. (“Pacira” or the “Company”) strives to promote the labor rights of our employees and human rights where we operate to make sure that people are treated with regard and consideration. We aim to follow guidelines set forth in the United Nations Global Compact and the Ten Principles of the United Nations Declaration of Human Rights.

Pacira is dedicated to operating as a strong corporate citizen and to conduct our daily business in alignment with the principles set forth in this Global Labor and Human Rights Policy. We understand that cultivating a positive reputation as a leader in our industry is based on our conduct. We earn our reputation every day by nurturing our relationships with our employees, suppliers, stakeholders, and the communities that we serve.

This Global Labor and Human Rights Policy applies to Pacira and its subsidiaries, the facilities that it manages and all employees (full-time, part-time or contractors) and directors. This policy addresses areas of Labor and Human Rights where no comprehensive public policy previously existed and may incorporate standing policies. Elements of this policy may also be found in the Pacira Code of Business Conduct and Ethics, which applies to all Pacira employees and directors. The Nominating, Governance and Sustainability Committee of our Board of Directors is responsible for oversight of this Global Labor and Human Rights policy.

We are committed to working with and supporting our suppliers, customers, and contractors to uphold the principles stated in this policy and to adopt similar policies within their global operations. This Global Labor and Human Rights Policy and the Pacira Supplier Code of Conduct both apply to our partners, suppliers and vendors and are aligned with the expectations described in each of these policies.

Pacira is dedicated to engaging with our stakeholders and to the dynamic improvement of this policy. We may modify this policy following any change in law or regulation impacting our operations, or in such cases where we believe an opportunity exists to further our efforts regarding Labor and Human Rights.

## **Diversity and Inclusion**

One of the foundations of our corporate culture is that consideration, mutual respect, and diversity are all fundamental elements for success. We are dedicated to protecting the rights of women and minority groups, as well as advocating for the equal treatment and protection of rights for all of our employees, directors, contractors, customers, and stakeholders, without regard to sex, race, ethnicity, color, religion, creed, gender identity, sexual orientation, marital status, age, national origin, citizenship, genetic information, physical or mental disability, or membership or application for membership in a uniformed service.

## **Equal Opportunity and Non-Discrimination**

As an equal opportunity employer, Pacira maintains a steadfast policy of non-discrimination with respect to all employees and applicants for employment. Employment decisions are based solely on an applicant’s qualifications, merit, and performance and abide by the same principles that guide our vision of diversity and inclusion.

Pacira has zero tolerance towards acts of discrimination or harassment. No penalty may be imposed on an employee, director, contractor, or other stakeholder, as punishment for filing a good faith complaint of discrimination or harassment. This includes responding to a complaint, appearing as a witness, service as an investigator or otherwise cooperating in a workplace investigation related

to a discrimination or harassment complaint. Retaliation (or attempted retaliation), is a violation of this policy and any person(s) engaging in such conduct will be subject o disciplinary action.

## **Coerced Labor**

Pacira does not and will not employ coerced, forced or child labor. In addition, Pacira will not tolerate the involvement of our suppliers in child labor, forced labor, human trafficking or slavery, nor will we knowingly engage with a supplier, distributor, or enter into any venture with any organization that, directly or indirectly employs persons who were trafficked into employment or children. We define child labor as services performed individuals under the age of 16.

## **Workplace Security**

Pacira is committed to protecting our employees by providing a workplace that is free from violence, intimidation, harassment, and other unsafe conditions due to internal or external threats. Safeguards for employees are provided as needed and will be maintained and updated with regard for employee security and privacy in accordance with the Code of Business Conduct and Ethics.

## **Communities**

Pacira is dedicated to proactive involvement with foundations and local organizations in our community. When appropriate, we are committed to engaging in discussion with local leaders and stakeholders about Labor Rights, Human Rights, and other community issues. We encourage our employees to give back in their communities and offer one paid day off per year to volunteer, and also encourage our employees to take advantage of company-sponsored volunteer events and platforms that provide support to local charities. We conduct employee engagement surveys as a way to encourage open feedback and track employee satisfaction.

We operate a robust shareholder engagement platform with multiple wide-reaching initiatives each quarter in the form of sell-side hosted non-deal roadshows, healthcare conferences, earnings calls and webcasts, and other sell-side hosted panels. All these initiatives, coupled with annual shareholder meetings and copious access to the executive leadership team for our shareholders, foster an environment of high engagement and transparency.

Pacira realizes that access to clean water and prudent management of its usage is essential to the wellbeing of the communities in which we operate, the environment, and to our ability to manufacture our products. We identify the right to clean water as a fundamental human right and actively implement systems to minimize its use.

## **Compensation and Working Hours**

Pacira is dedicated to compensating at a wage that provides an adequate standard of living for all employees and complies with all applicable federal and local wage regulations, including minimum wage and overtime.

We believe that excessive working hours may pose a threat to the safety and health of our employees and that adequate time off for relaxation and recuperation is necessary for high levels of productivity. We support the health of our employees by encouraging regulated/normalized hours of work, rest periods, paid vacations, and paid holidays.

## **Training and Continuing Education**

This policy will be implemented under a framework for compliance which includes training, continuous improvement processes, follow up and public reporting.

Pacira believes in the development of internal talent and that the growth of human capital is essential for the success of our company. Our continuing education and training programs are designed to create opportunities for advancement, empower our employees with the tools necessary to succeed in their roles, improve or introduce new relevant skills sets and foster an environment of inclusion, mutual respect and safety.

## **Information and Data Security**

Pacira is committed to protecting its information technology systems. We manage information technology systems which control our manufacturing activities, facilitate sales and logistics, maintain our financial systems and store employee, distributor and customer data, among others. A security breach in any one of these systems could expose our customers, distributors and employees to risks of misuse of confidential information, impair our ability to effectively and timely operate our business and manufacturing activities, and cause other disruptions, which could result in legal claims or proceedings, disrupt our operations and the supply of our products to our customers, damage our reputation, and cause a loss of confidence in our products and services, any of which could adversely affect our results of operations, financial condition and competitive positioning in the marketplace.

The Audit Committee of our Board of Directors oversees our information security program. Senior management periodically briefs the Audit Committee on our efforts regarding information security periodically (in no case less than annually).

To our knowledge, we have not experienced a material information security breach nor incurred any penalties or settlements regarding information security. We carry a Cyber Insurance policy to help cover investigation and mitigation expenses.

Pacira enhances its information security through a training framework that includes all employees and encompasses targeted training for specialized personnel and continuing education for our executives and employees with access to vital systems or sensitive data.

## **Reporting**

If you believe that you have observed a violation of this policy or have a good faith suspicion that a violation may occur, please submit a report, on a confidential or anonymous basis, by contacting the Company's Chief Administrative Officer or General Counsel in writing by (i) fax to (973) 267-0060, (ii) mail to 5 Sylvan Way, Suite 300, Parsippany, New Jersey, 07054, United States, or (iii) email to [ethicshotline@pacira.com](mailto:ethicshotline@pacira.com) or [compliance@pacira.com](mailto:compliance@pacira.com). In addition, the Company has established a toll-free telephone number, 1-833-976-2071, where you can leave a recorded message. While we prefer that you identify yourself when reporting violations so that we may follow up with you, as necessary, for additional information, you may leave messages anonymously if you wish.