

# We do **what's right**

## Code of Conduct



## A message from **Kevin Lobo, Chair and CEO**

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Over 80 years ago, our founder Dr. Homer Stryker had a vision for improving healthcare through innovations that solved problems for healthcare professionals and the patients they serve. That strong sense of purpose is expressed in our mission: “Together with our customers, we are driven to make healthcare better.”

While we have grown significantly since the company was founded, what has not changed is our commitment to making a difference. In fulfilling our mission, we are guided by our values of integrity, accountability, people and performance. Holding ourselves accountable to our values in our actions and decisions has been critical to our success.

Our Code of Conduct aligns with our values and is our shared commitment to do what’s right for our people, our customers and their patients, our shareholders and our communities. Our Code is our compass—it empowers us to move forward the right way. By doing what’s right we earn trust, grow our business and achieve our mission.

We move with purpose into the future by living our values and following the guiding principles reflected in our Code. Thank you for all you do to deliver for our customers and impact lives in a profound way.



**Kevin Lobo**  
Chair and CEO



# Our mission and values

## Mission

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Together with our customers,  
we are driven  
to make healthcare better.

## Values

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**Integrity**  
We do what's right

**Accountability**  
We do what we say

**People**  
We grow talent

**Performance**  
We deliver

Making healthcare better is at the heart of what we do. We develop innovative products and services and collaborate with our customers to improve the lives of patients. We are guided by our mission: Together with our customers, we are driven to make healthcare better.

Our core values of integrity, accountability, people and performance define what we believe. We do what's right, we do what we say, we grow talent and we deliver. We live these values in fulfilling our mission.



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# We live our Code every day

Our Code is more than just a document. The Code is our guide for making decisions to do what's right every day, and it helps us preserve a culture where we can be our best selves at work.

To help us make the right decisions, each topic in our Code includes:

- **The guiding principle** setting out the expected behavior
- **Why it matters** to our continued success and ability to achieve our mission
- **Our shared commitment** to do what's right

## Our responsibility

Our Code applies equally to everyone at Stryker, including our employees, officers and Board of Directors, as well as anyone acting on Stryker's behalf. We are all accountable for understanding and following our Code.

Stryker is committed to taking appropriate corrective action for employee misconduct. Failure to comply with our Code, company policies or applicable laws may result in disciplinary action, up to and including termination of employment.

In rare cases, it may be appropriate to request a waiver of a provision of our Code. To request a waiver, contact Legal or Compliance. A waiver for an officer or director may only be given by the Board of Directors or appropriate board committee.



## Manager spotlight: Leading the way

Managers lead individuals to do their best work and contribute to Stryker's success. With this leadership comes the responsibility to help team members understand our Code, live our values and make good decisions. Managers are expected to:

- Lead by example
- Be a resource for others
- Promote an inclusive environment
- Encourage employees to speak up about concerns
- Listen to concerns and take action when appropriate



# We listen, we care and we act

Stryker is committed to creating an environment where individuals feel comfortable raising concerns.

## Making ethical decisions

When faced with a situation where the right thing to do isn't clear, consider these questions:

Is it in line with the principles set out in our Code?

Is it in line with our mission and values?

Could it negatively impact the trust we've built?

Is there someone who could provide help or guidance?



## Speak up and seek help

It's important to speak up if you see or suspect something that doesn't seem right.

## What should you do when you have concerns?

**Consider the issue.** Be mindful if you have the following thoughts when deciding whether you should speak up:

"It's not a big deal."

"I don't have all the information."

"This is someone else's responsibility."

"No one will know or find out."

**Reach out.** Talk to your manager, Human Resources, Legal or Compliance to ask questions and discuss concerns without fear of retaliation.

Stryker's [Ethics Hotline](#) also provides multiple ways to speak up. Your report will be noted and followed-up on in a discreet and timely manner.

## Learn more

[Corporate Policy 10: Ethics Hotline](#)



## Manager spotlight: Speaking up

Managers play a critical role in creating an environment where each team member feels safe sharing ideas and concerns.

### What should a manager do when an employee speaks up?

- **Listen actively and with empathy.** Don't take sides or make judgments about what the employee tells you.
- **Gather the facts** from the employee speaking up to you.
- **Thank the employee** for speaking up.
- Remind the employee of Stryker's **no retaliation** policy.
- **Contact Human Resources, Legal or Compliance** to communicate what has been reported to you.

## Confidentiality

The identity of individuals making or involved in a report will be protected to the extent possible. Employees can also make an anonymous report through the [Ethics Hotline](#). Any investigation will be conducted fairly and appropriately.

## No tolerance for retaliation

Retaliation occurs when one employee takes adverse action against another employee for making a report in good faith or participating in an investigation of a report. Examples of retaliation include:

- Termination, demotion or failure to hire
- Decrease or change in pay, job duties, hours or schedule
- Withholding benefits, privileges or promotions
- Harassment, threats or other negative behavior

Stryker does not tolerate any form of retaliation. Employees are encouraged to speak up freely and openly without fear of retaliation. Engaging in any form of retaliation will result in disciplinary action, up to and including termination of employment.

**You won't get in trouble for reporting a concern in good faith or for providing information related to a reported concern.**



# We do what's right for our people

- **We value** our differences
- **We treat** each other with respect
- **We promote** healthy and safe workplaces
- **We disclose and manage** conflicts of interest



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# We value our differences

We encourage a diverse and inclusive work environment in which everyone can thrive.

## Why it matters

We bring our best selves to work when we can be ourselves at work. Fostering a workplace where everyone feels supported and included helps us generate new ideas, drive innovation and better understand our customers and their patients.

Our commitments to diversity, equity and inclusion support our mission to make healthcare better. By valuing our differences, we are stronger together.

## Our shared commitment

- Embrace and strengthen the diversity of our workforce.
- Advance a culture of inclusion, engagement and belonging.
- Actively seek different points of view and listen to others with courtesy and respect.
- Maximize the power of inclusion to drive innovation and growth.

## Learn more

[Diversity, Equity & Inclusion: Resource Center](#)



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# We treat each other with respect

We treat each other with dignity and respect and promote a work environment free of discrimination, retaliation and harassment.

## Why it matters

People are at the heart of what we do. We grow talent and maintain a safe and fair working environment. We provide all employees and anyone acting on Stryker's behalf with an equal opportunity to succeed and contribute to Stryker's success.

## Our shared commitment

- Treat each other with dignity and respect.
- Make fair and objective decisions regarding hiring, promotion, compensation and work opportunities.
- Maintain a work environment free of harassment, intimidation and offensive behavior.

## Learn more

[Corporate Policy 2: Anti-Discrimination](#)

[Corporate Policy 3: Harassment Free Workplace](#)



# We promote healthy and safe workplaces

We take care of each other by ensuring our work environments are safe and meet all relevant environmental, health and safety regulations.



## Why it matters

As a company in the business of keeping people healthy, we are committed to supporting the safety and well-being of our employees and anyone acting on Stryker's behalf. This commitment to health and safety supports both individual and organizational success.

## Our shared commitment

- Promote a culture that encourages shared responsibility for workplace safety.
- Protect each other's physical and mental health and well-being.
- Follow and promote all environmental, health and safety requirements.
- Speak up when we see any environmental, health and safety risks, such as unsafe working conditions.

## Learn more

[Corporate Policy 4: Drug-Free Workplace and Prohibited Substances](#)

## Examples of unsafe working conditions

- Operating broken or poorly maintained equipment
- Using equipment without proper safety controls or in an unsafe manner
- Performing hazardous tasks without proper training
- Failing to follow safety guidance or use personal protective equipment
- Making threats or committing acts of violence, including bringing weapons to the workplace
- Working under the influence of prohibited substances

# We disclose and manage conflicts of interest

We do what's right by making fair and objective business decisions in the best interests of Stryker.

## Why it matters

How we act when we conduct business affects our reputation and the trust we've built with our customers, shareholders and communities. Conflicts of interest can impact our decisions and create the appearance of unfairness. By taking steps to identify, avoid, disclose and manage any potential conflicts of interest, we further our commitment to act with transparency and integrity.

## Our shared commitment

- Identify situations where we potentially have or could be perceived as having a conflict of interest.
- Make decisions and take actions to avoid conflicts of interest.
- Promptly disclose potential conflicts of interest that cannot be avoided.
- Follow guidance to manage conflicts of interest that have been disclosed.

## Learn more

[Corporate Policy 12: Improper Payments](#)



## What is a conflict of interest?

A conflict of interest occurs when our personal interests, loyalties or relationships improperly interfere with or appear to interfere with Stryker's interests. A conflict of interest may also involve family members and others with whom we have a close personal relationship.

## Common conflicts of interest

As employees of Stryker, it's not uncommon to encounter situations that have the potential to be a conflict of interest. What's important is that we disclose and manage them. Common situations that may create a potential conflict of interest include:

- My family member is a Stryker customer
- I supervise a family member
- I have a second job with a Stryker competitor
- I share an investment or property with a Stryker customer
- I receive a gift from a Stryker supplier



# We do what's right **for our customers**

- **We interact transparently and ethically** with healthcare professionals
- **We ensure** product quality and safety
- **We communicate carefully** about our products
- **We engage** trustworthy third parties and indirect channels
- **We prohibit** bribery and corruption
- **We compete** for business fairly
- **We comply** with international trade laws

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## We interact transparently and ethically with healthcare professionals

We work with healthcare professionals (HCPs) in a transparent and responsible way.

### Why it matters

Trust in healthcare is essential. We respect the independent clinical judgment of HCPs—their decisions regarding the best product and treatment for their patients should never be compromised. Inappropriate interactions can negatively impact patient care and damage the reputation of Stryker and our customers.

### What is a healthcare professional?

Any individual or entity that provides healthcare services or can purchase, lease, recommend, use or prescribe Stryker products. This may include:

- Physicians, nurses, residents and emergency medical services personnel
- Clinical research associates
- Benefits managers, hospital administrators and other decision makers within healthcare and group purchasing organizations



### Our shared commitment

- Respect the independent clinical judgment of HCPs—never promise or give HCPs preferential treatment or anything of value to improperly influence decisions.
- Act with the right intent and be mindful of how our actions may appear to others.
- Carefully consider meeting locations and the need for travel and meals.
- Accurately document business activities, payments and expenses involving HCPs, including transactions paid with personal credit cards and cash.

## Working together to make healthcare better

To improve healthcare, we engage with HCPs in a number of ways. This may include:

- Collaborating to conduct clinical research and publish the findings
- Soliciting feedback on products in development to increase ease of use and reduce the likelihood of errors
- Providing training and education on the safe and effective use of our products

We select HCPs for participation in these activities based on their qualifications and expertise and without regard for any promised use or recommendation of our products.



### ? What do I do if... an HCP customer asks for a favor?

We must be careful when an HCP asks for a favor, as our response may create or be perceived as creating an unfair advantage for the customer. We must not allow personal relationships to interfere with our objective and professional relationships with HCPs, and be mindful of how our actions may appear to others.

### ? What do I do if... an HCP asks to serve as a consultant for Stryker?

Through our needs assessment process, we periodically identify activities where Stryker requires HCPs to serve as consultants, such as clinical research or medical education. We should thank the HCP for expressing interest to serve as a consultant and inform the HCP that Stryker has processes in place to select HCPs based on their qualifications and expertise.

## Learn more

[Corporate Policy 13: Attendance at Surgery or Other Medical Procedures](#)

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## We ensure product quality and safety

We prioritize the safety of patients and users of our products and strive to deliver with quality—every product, every time.

### Why it matters

Our passion for product quality is reflected in our goal to create better patient and caregiver outcomes. This can happen only if our products are safe, effective and high-quality. Our ability to deliver quality healthcare solutions allows Stryker to maintain a reputation based on reliability and trust.

#### Stryker's quality policy

At Stryker, quality is first in everything we do. We are driven to make healthcare better for our customers and their patients by providing innovative products and services that meet regulatory requirements through our effective quality system.

### Our shared commitment

- Deliver products that are safe and effective.
- Follow our quality system standards and external regulations that control the development, manufacture and distribution of our products.
- Speak up when we have concerns related to product quality or safety.



#### What do I do if... a customer mentions quality concerns related to a Stryker product?

We are obligated to report known information to the appropriate complaint intake center if we become aware of any concerns about a Stryker product. The targeted timeline for reporting a complaint is one business day. A complaint is any written, electronic or verbal communication that alleges deficiencies related to the identity, quality, durability, reliability, safety, effectiveness or performance of a Stryker product.

### Learn more

[Corporate Policy 9: Quality](#)

# We communicate carefully about our products

We communicate about our products in a way that's truthful, accurate and not misleading.



## Why it matters

We communicate to customers about our products and services to help them make informed decisions about the best treatment for their patients. By ensuring our communications are truthful, accurate and not misleading, we uphold our reputation and build trust and confidence in our products.

## Our shared commitment

- Promote products and services only for their cleared or approved uses.
- Accurately represent our products and services by communicating in a way that's truthful and not misleading.
- Ensure registration, labeling and promotional materials meet all relevant Stryker requirements.
- Use only promotional materials that have been properly approved.

## Learn more

[Corporate Policy 5: On-Label Product Promotion](#)

# We engage trustworthy third parties and indirect channels

We carefully choose business partners who operate in a manner consistent with our values and our commitment to winning the right way.



## Why it matters

We are committed to conducting our affairs ethically and lawfully, and we expect the same of our business partners. The actions of our third parties can significantly impact our business operations and reputation, and we can be held responsible for anyone acting on our behalf. We don't engage in business practices through our third parties that we wouldn't do ourselves.

## Our shared commitment

- Use an open and transparent process to identify, onboard and manage third parties.
- Clearly communicate to third parties Stryker's expectations and commitment to doing what's right.
- Engage third parties that share our values.
- Strive to ensure that third parties consistently uphold our expectations.

## Learn more

[Indirect Channel Management Policy](#)

[Supplier Code of Conduct](#)

### What is a third party?

A third party is any person or entity that provides goods or services to Stryker or is authorized or compensated to conduct business on behalf of Stryker. Third parties may include indirect channels, suppliers, vendors and contractors.

### What is an indirect channel?

An indirect channel is any third party that sells or resells Stryker products or services and receives a payment, commission or other compensation from Stryker. Indirect channels may include:

- Independent sales representatives and commission agents
- Distributors
- Dealers, resellers and integrators
- Hospital construction and furnishing companies

# We prohibit bribery and corruption

We don't give, offer, promise or accept anything of value to improperly influence decisions or gain an unfair advantage.

## Why it matters

Our customers, third parties and shareholders believe in us because we do business the right way. To maintain that trust, we don't engage in any form of bribery or corruption. Bribery and corruption put our business and reputation at risk.



## Examples of “anything of value”

- Cash and cash equivalents
- Gifts, meals, travel and entertainment
- Donations, grants and sponsorships
- Free-of-charge products and special discounts on products
- Employment, consulting and educational opportunities

## Our shared commitment

- Conduct our business with ethics and integrity.
- Never give, offer, promise or accept anything of value to improperly influence a decision or gain an unfair advantage.
- Never use or request a third party to commit acts of bribery or corruption.
- Accurately document decisions and maintain complete records of transactions.

## Learn more

[Corporate Policy 12: Improper Payments](#)

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# We compete for business fairly

We promote fair competition to protect our customers and their patients.

## Why it matters

Fair competition leads to greater choice of higher quality products at competitive prices, benefiting our customers and their patients. We win by providing products and services that set us apart from our competitors.



### What are antitrust and fair competition laws?

Antitrust and fair competition laws are designed to maintain free and open competition. They determine how we can compete and interact with other companies. These laws can vary by geography.



### What do I do if... a sales manager from a competitor asks if we can compare the pricing of our products?

We must never discuss our product pricing, contract terms or business strategies with competitors. We should clearly communicate this position to the individual and report the request to Legal or Compliance.

## Our shared commitment

- Deal fairly and honestly with our customers and competitors.
- Carefully safeguard our confidential information, which may include pricing, contract terms and business strategies.
- Employ fair trade practices and never make agreements with competitors on how we compete, including dividing markets, collusive bidding or price fixing.
- Follow our standards and antitrust and fair competition laws wherever we operate around the world.



## We comply with international trade laws

We maintain trust by moving products and materials around the world in accordance with international trade laws.

### Why it matters

Our global business is subject to international trade laws when moving products and materials across borders, including those related to import and export controls and trade sanctions. Following these laws helps us maintain our integrity and deliver our products in a timely manner.

### Our shared commitment

- Follow our standards and external regulations related to import, export and distribution.
- Accurately classify and report the value, quantity and country of origin for all imports and exports.
- Know our customers and their use of our products and services.

### Learn more

[Global Trade Compliance Policy](#)





# We do what's right for our company and shareholders

- **We respect** privacy and personal information
- **We protect** confidential information
- **We secure** our assets
- **We maintain** accurate records
- **We prohibit** insider trading
- **We safeguard** our reputation

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# We respect privacy and personal information

We respect the privacy of our employees, customers and third parties, and responsibly use any personal information entrusted to us.

## Why it matters

There are times when we need to collect, store, use or share personal information to conduct business and drive innovation. We are responsible for carefully protecting this information and following privacy and data protection laws. When we tell our employees, our customers and their patients that we will keep their personal information safe and use it only for specific purposes, we do it.

## Our shared commitment

- Collect, store and use the minimum amount of personal information necessary.
- Protect personal information from unauthorized use and share it only when there's a legitimate need to do so.
- Follow our privacy standards and external regulations wherever we operate around the world.

## Learn more

[Corporate Policy 11: Global Privacy and Data Protection](#)

[Privacy Statement](#)



## What is personal information?

Personal information, also known as personally identifiable information (PII), is any information that can directly or indirectly identify an individual. Examples include:

- General information, such as name, date of birth, address and email address
- Government-issued identification numbers, such as passport number and national identification number
- Log-in credentials, such as username and password
- Financial information, such as credit card number and account number
- Health-related information, such as medical records and images

# We protect confidential information

We protect confidential information from disclosure or misuse to drive innovation and achieve our business goals.

## Why it matters

Our products and services impact lives in a profound way. Each idea and plan helps us make healthcare better. We depend on confidential information to develop and enhance our products and to maintain our competitive advantage.

### What is confidential information?

Confidential information includes non-public information that might be useful to competitors or harmful to Stryker and our customers if disclosed. Examples include:

- Proprietary information, such as device designs and manufacturing processes
- Trade secrets, trademarks and other intellectual property
- Non-public financial information, such as pricing and projections
- Potential acquisitions and investments
- New product information and marketing plans
- Customer, indirect channel, third-party and employee lists

## Our shared commitment

- Protect confidential information obtained through our work and share this information only with employees who have a legitimate need for access.
- Be mindful when discussing confidential information and avoid doing so in public places, such as elevators, public transportation, restaurants and social media.
- Respect the confidentiality and intellectual property rights of others, including our competitors.
- Speak up when we have concerns about breaches of confidential information.





## Best practices for protecting confidential information

- Don't share passwords for Stryker networks or devices
- Secure documents, data and devices when not being used (including personal devices used to conduct Stryker business)
- Limit confidential information to individuals who have authorized access
- Avoid downloading Stryker files on an external device
- Indicate that documents contain confidential information when appropriate

## Learn more

[Corporate Policy 7: Global Information and Systems Security](#)

## ? What do I do if... my family or friends ask about my work at Stryker?

Stryker is a great place to work and we should proudly tell our family and friends how our company improves people's lives. We should always be careful when discussing our work at Stryker with family and friends, and must not share Stryker confidential information with unauthorized individuals.

## We secure our assets

We secure our assets so we can effectively operate and safeguard our business.

### Why it matters

Our assets are critical to our work. These assets include the physical, informational, financial and intangible items we use each day to do our work and drive growth. Theft, carelessness and waste have a direct impact on Stryker's profitability and success. We are all responsible for protecting our assets from loss, damage and improper use.

### Our shared commitment

- Treat Stryker assets with care and avoid waste, damage or loss.
- Responsibly manage Stryker funds and resources.
- Follow security protocols when using Stryker assets and allowing visitors into Stryker facilities.
- Speak up when we have concerns about the misuse of our assets.

### Learn more

[Corporate Policy 7: Global Information and Systems Security](#)



### What are our assets?

- **Physical assets** include office supplies, furniture, mobile devices, computer equipment, facilities, machinery, products and materials.
- **Informational assets** include information and data related to Stryker business, wherever it's stored.
- **Financial assets** include money, stocks, bonds, loans and deposits.
- **Intangible assets** include our reputation, ideas, intellectual property, designs and trade secrets.



### What do I do if... my mobile device or laptop is lost or stolen?

Immediately contact IT support to report lost or stolen devices used to conduct Stryker business or that connect to Stryker systems. Lost or stolen devices are the easiest way to compromise our systems and data.

## We maintain accurate records

We keep accurate and complete records so we can make responsible business decisions, meet financial and regulatory obligations and maintain the confidence of our customers, shareholders and other stakeholders.

### Why it matters

To successfully conduct our business, it's essential that we maintain reliable records. In addition, as a public company we are required by securities laws to maintain accurate records. Proper recordkeeping and oversight allow Stryker to maintain a reputation based on reliability and trust.

#### Records retention is critical

Our records include all electronic and paper documents that contain Stryker data. Examples of Stryker records include contracts, purchase orders, expense reports, marketing materials, policies and internal communications. We are all responsible for records management and should actively maintain and appropriately discard company records.

### Our shared commitment

- Follow our financial standards and external regulations wherever we operate around the world.
- Record business transactions accurately, transparently and in a timely manner.
- Maintain clear and accessible records of financial transactions.
- Provide complete, fair, timely and understandable disclosures in public communications and documents submitted to regulators.





## What are transparency laws?

We are required to track and disclose certain payments and transfers of value made by Stryker to healthcare professionals and healthcare organizations. Meeting these expectations provides visibility to our ethical interactions and relationships with healthcare providers.

## Reporting expenses with healthcare professionals

It's important to accurately report any expenses involving healthcare professionals. This means we submit detailed receipts on a timely basis and identify all individuals in attendance. Remember that we have limits in place for meals with healthcare professionals, and corporate credit cards should be used whenever possible.

## Learn more

[Records and Information Management Policy](#)

# We prohibit insider trading

We don't use or share non-public information about our business or any other company for personal gain or to benefit someone else.

## Why it matters

As Stryker employees, we may have access to information that hasn't been made public. Using confidential or non-public information for personal gain or to benefit someone else is unfair, creates an uneven playing field for investors and erodes the trust of our customers, shareholders and other stakeholders.

## Our shared commitment

- Protect non-public information from being released or distributed and only share this information with employees who have a legitimate need for access.
- Never engage in insider trading—only trade on public and lawfully available information.
- Avoid sharing non-public information with others who may benefit from the knowledge.

## Learn more

[Corporate Policy 6: Trading in Securities by Company Personnel](#)



## What is insider trading?

Insider trading occurs when an individual uses confidential or non-public (or “inside”) information for personal gain or to benefit someone else. Examples of inside information include:

- Company and market strategies
- Financial results, projections and forecasts
- Significant product events, such as launches and approvals
- Business development plans and financial transactions, such as mergers and acquisitions
- Regulatory, Legal or Compliance inquiries and investigations



## What do I do if... it's not clear whether I have access to “inside” information?

We should take a conservative approach when discussing Stryker business and consult with our manager if unsure whether information can be shared outside the company. Non-public information about our plans or finances can give an unfair advantage to others.

# We safeguard our reputation

We communicate honestly and responsibly about Stryker.

## Why it matters

Stryker has carefully built and maintained a reputation of trust and integrity. We protect this reputation by communicating truthfully about our company to customers, third parties, shareholders and the media. We strive to maintain clear, consistent messages that are less likely to be taken out of context or misunderstood.

## Our shared commitment

- Communicate respectfully and responsibly about Stryker and our business partners, and be mindful of activities on social media.
- Speak on behalf of Stryker only if authorized to do so.
- Refer media inquiries and requests to our internal communications partners.

### What do I do if... a journalist asks for a statement about a recent acquisition?

We should not respond to any media inquiries on behalf of Stryker. Instead, we should take note of the journalist's name, contact information and specific questions, and report the request to our internal communications partners.



## Acting with integrity on social media

Social media includes any application or website that allows us to share content online. Examples include social networking sites, such as Facebook, Instagram, YouTube, TikTok, Twitter and LinkedIn, as well as personal blogs. Social media is a powerful tool that can both help and harm a company. We must be careful how we use social media to:

- Post content, images or videos
- Interact with others, whether through private messages or public posts
- Share Stryker's or other people's content or posts

## Learn more

[Communications Guidelines: Resource Center](#)

# We do what's right for our communities

- **We promote** corporate responsibility
- **We protect** the environment
- **We respect** human rights and source responsibly
- **We participate responsibly** in the political process



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## We promote corporate responsibility

We strive to positively impact our planet and our communities through responsible, sustainable practices that create a better, healthier world.

### Why it matters

Together with our customers, we reach millions of patients around the world. With reach and success comes responsibility, and we owe it to our stakeholders and our planet to make progress responsibly and sustainably.

Stryker employees are driven by a strong sense of purpose. Our capacity to do good extends beyond our daily work. We seek opportunities to invest in and support our communities, while also helping to address broader challenges in healthcare.

### Our shared commitment

- Uphold our corporate responsibility objectives to create a better, healthier world.
- Consider opportunities to provide support to our communities through volunteer and charitable efforts, mentorship programs and educational opportunities.
- Follow our standards and external regulations when making contributions of any kind in Stryker's name.

### Learn more

[Corporate Responsibility](#)



### Using our corporate responsibility objectives to create a better, healthier world

- **Stronger people:** We are committed to serving our communities and creating a healthy, diverse, equitable and inclusive workplace where employees thrive.
- **Healthier planet:** We are committed to reducing our environmental impact on the world through responsible, sustainable operations.
- **Good business:** We are committed to helping customers improve patient outcomes and growing responsibly by pursuing quality and integrity in everything we do.

# We protect the environment

We value sustainability and are committed to taking practical steps to reduce our environmental impact.

## Why it matters

Our company is working to create a better, healthier world—and the connection between human health and the health of our planet is clear. People need safe, livable environments, food and water security and access to clean air.

To make a significant impact on human health, we must address climate change and use sustainable business practices that will help preserve and protect our planet long into the future. We are focused on minimizing our environmental footprint and working with third parties that share our commitment to these efforts.

## Our shared commitment

- Reduce our carbon footprint and minimize waste whenever possible.
- Promote sustainable business practices, ranging from clean sources of energy to environmentally responsible materials and packaging.
- Follow our environmental standards and external regulations wherever we operate around the world.
- Partner with responsible third parties.

## Learn more

[Corporate Responsibility: Climate and the Environment](#)



# We respect human rights and source responsibly

We conduct our business in a manner that respects the rights and dignity of all people and expect our business partners to do the same.



## Why it matters

Treating people with dignity and respect is core to doing what's right. We promote safe and healthy work practices and never engage in forced labor, child labor, slavery or human trafficking. We expect our third parties to share our commitment to safeguarding human rights.

## Our shared commitment

- Follow our standards and external regulations related to health, safety and labor regulations.
- Source from reputable third parties that share our commitment to protecting workers and communities.
- Speak up when we have concerns about a human rights violation.

## Learn more

[Corporate Responsibility: Hub](#)

[Supplier Code of Conduct](#)

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Our Code:  
We do  
what's right

... for our  
people

... for our  
customers

... for our  
company and  
shareholders

**... for our  
communities**

Conclusion

# We participate responsibly in the political process

We engage in the political process in a fair and transparent way and interact responsibly with government officials.

## Why it matters

We responsibly engage with government officials to form relationships, provide education on how we make healthcare better and advocate for policies that enable us to do so. Countries have different laws around how companies can participate in the political process and engage with government officials, and we follow these laws and reporting requirements.

We support employees' rights to express personal beliefs and participate in the political process, but it's important that personal activities not be misrepresented as Stryker's endorsement.



## Who is a government official?

Government officials include elected officials and political candidates, as well as federal, national, state or local government employees and employees of government-owned enterprises, such as nationally or state-owned medical facilities.

## Our shared commitment

- Ensure that personal political activities and contributions aren't misrepresented as Stryker's endorsement.
- Follow our standards and local laws when making political contributions using company resources.
- Consult with our internal government affairs partners before engaging with a government official to advocate for policy change on Stryker's behalf.

## Learn more

[Communications Guidelines: Resource Center](#)

# Conclusion

At Stryker, our mission and values are at the core of who we are and what we do. Our Code is our guide to help us navigate difficult situations and ensure that we fulfill our mission and live our values. The Code is a reflection of Stryker’s culture and gives confidence to our people, customers, shareholders and communities that we will make healthcare better.

## How to speak up

We should speak up if we see or hear something that doesn’t seem right, are unsure how to handle a specific situation or find any aspect of the Code unclear.

To seek guidance or raise ethical concerns, we can:

- Talk to our manager, Human Resources, Legal or Compliance
- Use the Ethics Hotline
  - Visit the [website](#)
  - Call: 800 461 9330
  - Text: 269 575 0779
  - Phone numbers for additional countries are available on the [website](#) for individuals located outside the United States.



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