

Policy Name: Anti-Discrimination and Anti-Harassment Policy
Policy Effective Date: 03/03/2009
Policy Revision Date: 11/11/2015
Location on My Hologic: Human Resources/Policies
Policy Owner: Human Resources
Applies to: All Hologic worldwide

POLICY

Hologic, Inc. and its subsidiaries and designated affiliates (collectively, "Hologic" or the "Company"), is an equal opportunity employer. It is Hologic's policy to administer all human resources actions and policies without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age (forty and above unless defined more broadly under applicable state law), mental and/or physical disability, genetic information, veteran status, any military service or application for military service, marital status, creed (belief system), citizenship status or membership in any other category protected under state, federal or local law. All employment decisions and personnel actions, including without limitation, hiring, promotion, compensation, benefits and termination, are and will continue to be administered in accordance with, and to further the principle of, equal employment opportunity. Performance of supervisors and employees alike will be evaluated on the basis of work related criteria. Hologic is fundamentally committed to the principle that those we interact with, whether employee, vendor, partner, or customer, will be treated with respect, dignity, and professionalism.

This policy outlines the Company's expectations for acceptable work related interpersonal conduct and the mechanisms in place to ensure that this policy is uniformly adhered to.

- Discrimination or harassment based on an employee's membership in any protected class is unlawful and will not be tolerated. As warranted, complaints of discrimination, harassment or retaliation will be promptly investigated.
- The Company in its sole discretion may impose discipline, up to and including termination of employment, regardless of the role or position of the individual engaged in the inappropriate behavior.
- Those who submit a complaint or participate in an investigation, in good faith, will not suffer any adverse consequences from doing so.
- This policy will be posted in a prominent location at all employee facilities as well as on the MyHologic intranet site.
- Everyone in the Hologic community bears an equal responsibility for taking appropriate steps to understand and adhere to this policy.
- Please note that while this policy sets forth our goals of promoting a workplace that is free from discrimination, harassment and retaliation, this policy is not designed or intended to limit the

- Company's authority to discipline or take remedial action for workplace conduct we deem unacceptable, regardless of whether or not the conduct constitutes discrimination, harassment or retaliation.

Prohibited Conduct:

Discrimination, harassment or sexual harassment, whether by management, supervisory or non-supervisory personnel, is unlawful and will not be permitted.

Discrimination: Generally, any act that impacts an individual's ability to secure or retain a job, achieve a promotion, participate equally in employment benefits or secure business **which is based on** that person's race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age (forty and above unless defined more broadly under applicable state law), mental and/or physical disability, genetic information, veteran status, any military service or application for military service, or membership in any other category protected under state or federal or local law is prohibited.

Discrimination is prohibited and will not be tolerated. Some examples include but are not limited to:

- Failing to hire an individual because the individual will not "fit" into the prevalent racial, national origin, gender, age or other protected class demographics of the group.
- Refusing to promote an individual based on his/her race, national origin, gender, age or membership in any other protected class.
- Excluding individuals with a disability from participating in work related activities or events.

Harassment: The following is prohibited: (i) any conduct based on a protected class which through words, actions or a failure to act, has the effect of demeaning, humiliating, excluding or ridiculing an individual, and (ii) any conduct based on a protected class that has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or offensive work environment.

Harassment is prohibited and will not be tolerated. Some Examples include but are not limited to:

- Racial slurs.
- Making derogatory comments about an individual's age or racial, ethnic, religious or cultural background.
- Ridiculing the practice of an individual's religious beliefs.
- Sending or forwarding offensive e-mails, text messages, electronic postings or voice mails based on an individual's race, national origin, age, etc.

Sexual Harassment: The following is prohibited: (i) any sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature by management, supervisory or non-supervisory personnel, vendor, partner, or customer where submission to or rejection of such conduct is explicitly or implicitly conveyed as a term or condition of

employment or is conveyed as potentially affecting an employment decision ; or (ii) any conduct of a sexual nature or based on the employee's gender that has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or offensive work environment Sexual Harassment is prohibited and will not be tolerated.

Some examples of conduct which may be Sexual Harassment, depending on such circumstances as severity, pervasiveness, and whether it is unwelcome, include but are not limited to:

- Conditioning any job related action (hiring, promotion, wages, duties, etc.) on requested sexual favors.
- Coerced sexual acts.
- Touching a sexual part of another person's body.
- Touching one's own body in a suggestive manner.
- Touching any part of another's body if such action is explicitly or implicitly unwelcome.
- Continually asking an employee to socialize after being advised there is no interest.
- Displaying or transmitting (such as by sending emails, text messages, tweets, etc.) sexually explicit pictures, writings or objects.
- Regularly using sexually explicit or vulgar language.
- Making derogatory or provocative comments or inquiries about an individual's gender, sexuality, sexual identity, or sexual orientation.

Retaliation: This policy prohibits retaliation against an employee for filing a complaint of discrimination or harassment, including sexual harassment, or for cooperating in an investigation of a complaint of discrimination or any type of harassment. Employees who believe they have been subject to retaliation for having submitted a complaint of discrimination or harassment or having participated in or cooperated in an investigation related to a complaint of discrimination or harassment are encouraged to report such suspected misconduct immediately to their Human Resources Business Partner or any of the other individuals listed below in the next section.

Retaliation will not be tolerated. Some examples of retaliation include, but are not limited to:

- Terminating an employee who filed a complaint of discrimination or harassment or who cooperated in an investigation related to a complaint of discrimination or harassment.
- Declining to grant a raise in pay or a promotion to an employee who filed a complaint of discrimination or harassment or who cooperated in an investigation related to a complaint of discrimination or harassment.
- Ostracizing an employee who cooperated in an investigation related to a complaint of discrimination or harassment.

Complaint Procedure:

Because the Company takes allegations of discrimination and harassment, including sexual harassment, and retaliation seriously, the Company will respond promptly, when warranted, to complaints of discrimination, harassment or retaliation.

We encourage individuals to bring any violation of this policy to the attention of the Company, either verbally or in writing. Complaints may be reported to any of the individuals listed below.

- The employee's Human Resources Business Partner or any other member of the Human Resources staff;
- The employee's supervisor, or such supervisor's superior; or
- The Senior Vice President of Human Resources, the Senior Vice President and General Counsel, the Chief Financial Officer, or the Chief Executive Officer.
- The names, phone numbers, and e-mail addresses of all of the foregoing can be obtained from Outlook or on the MyHologic intranet site.

An employee who, in good faith, believes that he or she has been harassed, discriminated or retaliated against need NOT approach his or her immediate supervisor, if that individual is involved in the complained of conduct, or if the employee is not comfortable addressing the issue with his or her supervisor.

If warranted, the individual's Human Resources Business Partner, or another appropriate, impartial individual selected by the Company, will conduct an investigation of the alleged policy violation.

- While Hologic cannot guarantee confidentiality, it does commit that investigations will be conducted in as confidential a manner as possible under the circumstances presented by each situation.
- When the Company completes its investigation it will inform the person filing the complaint and the person alleged to have committed the conduct at issue of the conclusion reached by the Company.
- Appropriate disciplinary action, up to and including termination, will be the remedy for a violation of this policy.
- Any bad faith complaints lodged by employees will also be subject to appropriate discipline.

If an employee is not satisfied with the manner in which a complaint has been handled by Hologic, or if an employee is not comfortable filing an internal complaint with the Company, he or she has the option of filing a formal charge of discrimination, harassment or retaliation with a federal or state enforcement agency or applicable local body in the foreign country.

In Massachusetts, the state agency responsible for investigating complaints of discrimination, harassment, including sexual harassment and retaliation is the Massachusetts Commission Against Discrimination ("MCAD"). The MCAD can be reached at One Ashburton Place, Boston, Room 601, MA 02108-1518, telephone number (617) 994-

6000 or 436 Dwight Street, Suite 315, Springfield, MA 01103, telephone number (413) 739-2145. The Equal Employment Opportunity Commission ("EEOC") is the federal agency which investigates claims of discrimination, harassment, including sexual harassment, and retaliation. In Massachusetts, the EEOC can be reached at The John F. Kennedy Federal Building, Boston, MA 02203, telephone number is (617) 565-3200. Both the MCAD and EEOC require that claims be filed within 300 days of the incident giving rise to the claim.

Contact information for the enforcement agencies in the other states in which Hologic has facilities in the US is attached as Exhibit "A." The deadline for filing claims with these other state agencies may vary. Please be sure to contact the agency or consult the respective agency's website to determine the applicable deadline for filing a claim.

Everyone in the Hologic community bears an equal responsibility for compliance with this policy, and to help the Company maintain a professional, positive business environment. Conduct that is unprofessional and inappropriate in a business environment as described in this policy, whether or not violative of law, violates this policy and may subject employees to disciplinary action. Any question about this policy should be directed to a Human Resources Business Partner or the Senior Vice President of Human Resources.



Exhibit A
List of Federal/State EEO Agencies
(Updated 06/20/2013)

SAN DIEGO, CA

EEOC District/Field Office:

555 West Beech St.

San Diego, CA 92101

1-800-669-4000

State Local Office:

California Department of Fair Employment and
Housing (FEPA)

350 West Ash St. Suite 950

San Diego, CA 92101

SANTA CLARA/SUNNYVALE, CA

EEOC District/Field Office:

96 N. Third St., Suite 200

San Jose, CA 95112

1-800-669-4000

State Local Office:

California Department of Fair Employment and
Housing (FEPA)

111 North Market St., #180

San Jose, CA 95113-1102

DANBURY, CT

EEOC District/Field Office:

John F. Kennedy Federal Building

475 Government Center

Boston, MA 02203

State Local Office:

Connecticut Commission on Human Rights and
Opportunities

21 Grand Street

Hartford, CT 06106

NEWARK, DE

EEOC District/Field Office:

801 Market Street, Suite 1300

Philadelphia, PA 19107-3127

800-669-4000.

State Local Office:

Delaware Department of Labor

DDOL - Labor Law Enforcement Section

4425 Market Street

Wilmington, DE 19802

302-761-8200



INDIANAPOLIS, IN

EEOC District/Field Office:
101 West Ohio St, Ste 1900
Indianapolis, IN 46204
1-800-669-4000

State Local Office:
Indiana Civil Rights Commission
(FEPA) Indiana Government Center-
North

100 N Senate Ave Room N103
Indianapolis, IN 46204

NEW HAMPSHIRE

EEOC District/Field Office:

John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203

State Local Office:
New Hampshire Commission For Human Rights
(FEPA)
2 Chenell Drive
Concord, NH 03301-8501
603-271-2767

WISCONSIN

EEOC/District/Field Office:
Reuss Federal Plaza
310 West Wisconsin Avenue, Suite 800
Milwaukee, WI 53203

State Local Office
Wisconsin Equal Rights – Madison (FEPA)
201 East Washington Avenue, Room A300
P O Box 8928
Madison WI 53708-8928

Madison Equal Opportunities Commission
(FEPA)
Anthony L. Brown, Exec. Dir.
210 Martin Luther King Blvd., Room 500
Madison WI 53709



ONTARIO

Ontario Human Rights Commission (OHRC):
180 Dundas Street, West,
Suite 900, Toronto, ON, M7A2R9

info@ohrc.ca

www.ontario.ca/humanrights

Local: (416) 326-9511

Toll Free: 1-800-387-9080

TTY (Local): (416) 326-0603

TTY (Toll Free) 1-800-308-5561

Human Rights Legal Support Centre:
180 Dundas Street, West, 8th Floor
Toronto, ON, M7A0A1

Local: (416) 597-4900

Toll Free: 1-866-625-5179

TTY (Local): (416) 597-4903

TTY (Toll Free): 1-866-612-8627

Human Rights Tribunal of Ontario (HRTO):
655 Bay Street, 14th Floor,
Toronto, ON, M7A2A3

Hrto.tdpo@ontario.ca

Local: (416) 326-1312

Toll Free: 1-866-598-0322

TTY (Local): (416) 326-2027

TTY (Toll Free): 1-866-607-1240