

Modern Slavery Group Statement for the Financial Year Ending 2025

Introduction

Omnicell, Inc. makes this statement relating to modern slavery and human trafficking on behalf of the Omnicell Group of companies. For purposes of this statement “Omnicell Group” means Omnicell, Inc. and its subsidiaries, collectively.

Omnicell, Inc. is subject to the California Transparency in Supply Chains Act 2010. While Omnicell, Inc. is not, and certain companies within the Omnicell Group are not, formally required to comply with the UK Modern Slavery Act 2015, we have adopted a Group-wide approach to uphold human rights and corporate responsibility and we align our practices with its principles and standards across our operations (“anti-slavery legislation”). This statement, though published for the entities subject to such legislation, applies to the entire Omnicell Group.

We refer to the Omnicell Group of companies in this statement as “Omnicell.”

For purposes of the California Transparency in Supply Chains Act, this statement describes Omnicell’s efforts relating to its direct supply chains for tangible goods offered for sale. More broadly, Omnicell also considers modern slavery risks that may arise in its operations and wider supply chain, including certain service providers.

At Omnicell, we recognize that we have a responsibility to act with fairness, integrity and respect for human rights across our business and supply chain. Consistent with this approach, Omnicell is committed to taking actions to prevent and address the risk of modern slavery and human trafficking in its operations and wider supply chain.

Our Business

Omnicell is a leading provider of solutions targeting patient safety and operational efficiency in healthcare facilities. Omnicell is a leader in the drive to deliver autonomous pharmacy services across the world.

Omnicell operates globally through offices and facilities across North America, Europe, Asia-Pacific and the Middle East. Details of the Omnicell Group and the countries in which it operates are available in the Omnicell, Inc. Annual Report and on the Omnicell, Inc. [website](#). The Fort Worth office (4220 North Freeway, Fort Worth, Texas 76137) is referred to as the Principal Executive Office.

Omnicell's Policy

Omnicell has zero tolerance for human trafficking and slavery. Omnicell does not tolerate modern slavery and human trafficking in its workplace, and its internal policies and staff engagement publicly support that stance.

Omnicell does not knowingly associate with third parties who tolerate modern slavery and human trafficking in their businesses and supply chains.

Omnicell's Code of Conduct and Supplier Code of Conduct reflect this position. Omnicell strives to be fully compliant with applicable legislation and regulations, including those relating to modern slavery.

Consistent with the commitment made in its previous Modern Slavery Statement, in 2025 Omnicell revised its Code of Conduct to further reinforce that:

- Omnicell does not use child labor, forced labor or indentured labor of any kind, and does not tolerate purchasing products or services from companies that do.
- Suppliers are expected to comply with Omnicell's ethical standards contained within its the Supplier Code of Conduct.

In addition, in 2025, Omnicell also asked distributors to adhere to the principles of the Supplier Code of Conduct.

Conflict Minerals

As part of its broader responsible sourcing efforts, Omnicell also maintains a conflict minerals (tin, tantalum, tungsten and gold) compliance program. While distinct from modern slavery due diligence, this program is designed to support supply chain transparency and potential risk identification in certain higher-risk upstream sourcing areas. Please refer to the [Omnicell Conflict Minerals Policy](#) and [Omnicell 2025 Conflict Minerals Report](#) for more details.

Omnicell's Supply Chain

To provide its solutions, Omnicell sources components, products and services globally. Given the nature and geography of Omnicell's business, its supply chain is both extensive and diverse. Many of its suppliers have their own extensive supply chains.

Given the geographic spread and complexity of Omnicell's supply chain, Omnicell recognizes that the risk of modern slavery and human trafficking may be higher in certain parts of its supply chain, including third-party manufacturing [in certain geographies or for certain parts or materials], the use of subcontracted or temporary labor, and upstream sourcing where visibility may be more limited.

In 2024, Omnicell introduced a Supplier Code of Conduct that expressly prohibits child labor, forced labor and all forms of modern slavery. This Supplier Code of Conduct has been communicated to existing suppliers and compliance with the Supplier Code of Conduct is now contractually required in all new supplier agreements.

Within its agreements with suppliers and through adherence to the Supplier Code of Conduct, Omnicell requires all suppliers, to confirm compliance with applicable laws, including those relating to slavery, forced labor and human trafficking in the countries in which they operate.

As part of their commitment to following the Supplier Code of Conduct, Omnicell Suppliers must also implement and conduct risk screening and due diligence procedures in procurement, sourcing, and supply chain activities to ensure that their respective supply chains are free of forced labor, child labor, and human trafficking.

Supply Chain Assessments and Audits

To strengthen its oversight, since 2024 Omnicell has been working with a third-party consultant to enhance supplier due diligence. This includes the use of comprehensive yearly supplier surveys focusing on labor standards, human rights, human trafficking and modern slavery, as well as Enhanced Supplier Screening (ESS), which is intended to provide ongoing monitoring of modern slavery risks and other ethical concerns using publicly available data, adverse media and denied-party information.

These surveys and the ESS are each designed to identify potential risks relating to labor rights, human trafficking and modern slavery, using indicators such as geographic risk, sector risk and publicly available information. As a part of Omnicell's product verification and assurance process, our product supply contracts also reserve the right for Omnicell to conduct audits, both by ourselves and through independent third-party auditors, to assure ourselves of the supplier's compliance with all aspects of the supply contract.

In addition, pursuant to the Supplier Code of Conduct Omnicell also reserves the right to perform supplier audits for compliance with the Supplier Code of Conduct. Omnicell also conducts regular internal supply chain audits and assessments to verify the quality, environmental legal compliance, and health and safety practices of our suppliers in an effort to ensure conformity with these requirements, which may also support the identification of labor-related risks.

Effectiveness

Omnicell seeks to measure the effectiveness of its approach to managing modern slavery risk through process-based indicators, including monitoring supplier participation in due-diligence activities, evaluating supplier risk categorization outcomes, and completing follow-up actions where elevated risks are identified.

Internal Accountability

Omnicell's employee onboarding process includes training on conducting business in an ethical manner, and as part of our annual compliance standards, all Omnicell employees are required to review and acknowledge the Omnicell Code of Conduct.

In addition, compliance training offered annually during Compliance Week and recommended for members of our operations teams includes content related to human trafficking and modern slavery, with a focus on mitigating risks in supply chains.

An integrity and compliance hotline is made available at all times to all employees, customers, suppliers and other stakeholders and permits confidential and anonymous reporting of potential issues, subject to local laws. Omnicell enforces a non-retaliation policy for good-faith reporting.

To the extent concerns relating to modern slavery are identified, Omnicell seeks to take appropriate corrective action, which may include remediation, increased monitoring or escalation through contractual or other mechanisms.

Failure by suppliers to comply with Omnicell's ethical standards may result in termination of such supplier's contract.

Looking Forward 2026 and Beyond

Omnicell regularly reviews and updates its internal and external corporate policies in light of evolving regulatory developments and stakeholder expectations.

Omnicell also intends to periodically revise its Code of Conduct and Supplier Code of Conduct, respectively.

Omnicell is working to further enhance its employee role-based training programs related to the prevention of child labor, forced labor and indentured labor, and its requirements for the completion of such training.

Omnicell also plans to highlight the availability of its whistleblower hotline for employees and contractors.

As part of its broader ESG strategy, Omnicell continues to strengthen its objectives and processes related to forced labor, human rights, supply chain due diligence and modern slavery risk management.

Approval

This Group statement has been approved by the Board of Directors of Omnicell, Inc.