

<i>Title:</i> Global Equal Employment Opportunity and Human Rights Policy	<i>Supersedes:</i> August 11, 2014 - (former) Equal Employment Opportunity (EEO) Policy	<i>Total Pages:</i> 2
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I. SCOPE

This Policy applies to all Thermo Fisher Scientific (or “the Company”) employees worldwide, including employees of the Company’s divisions or subsidiaries. This Policy also applies to Thermo Fisher Scientific business partners such as suppliers and vendors when applicable.

II. POLICY

Thermo Fisher Scientific is committed to providing equal employment opportunity and ethical employment practices, including promoting human rights, within the Company’s sphere of influence.

To provide a safe, healthy, fair and respectful work environment, colleagues and business partners are expected to work and conduct business in alignment with the following policies and principles:

Equal Employment Opportunity

We all must strive to create a global environment that embraces and leverages the unique qualities and differences of every colleague. In this way, we can continue building a workplace culture of physical and psychological safety and personal belonging.

It is Thermo Fisher’s policy to afford equal opportunity for employment to all individuals. We do not discriminate or allow harassment or retaliation on the basis of race, color, religion, physical or mental disability, sex, national or ethnic origin, sexual orientation, gender identity, gender expression, genetic information, military or veteran status, and / or age regardless of whether the discrimination, harassment and / or retaliation occurs directly or indirectly. Our commitment to equal employment opportunity extends to any other protected classes which may exist under applicable law.

Thermo Fisher’s Scientific’s Equal Employment Opportunity Policy applies to recruitment, hiring, promotion, demotion, transfer, discipline, layoff, termination, rates of pay, selection for training, and every other type of pre- and post-employment personnel activity, with due regard to an individual’s job-related qualifications and abilities, with or without reasonable accommodation.

Anyone engaging in conduct prohibited by the Equal Employment Opportunity Policy is subject to disciplinary action up to and including termination of employment.

We will not allow any form of retaliation against individuals who raise questions or concerns regarding equal employment opportunity in good faith. At any time, if an employee believes that he or she has been wrongfully discriminated, harassed or retaliated against, or has witnessed such conduct, the employee is strongly encouraged to report his or her concerns to Human Resources, a member of the Company's Legal Department or to Thermo Fisher Scientific's Global Ethics Hotline at **888-267-5255** or at www.GlobalEthicsHotline.com. (Please note: Colleagues in Germany should call **0800 8 437 663**.) A confidential investigation will be conducted and there will be no retaliation against victims or witnesses for notifying the Company about such conduct or for cooperating with the Company's investigation thereof.

The Company will endeavor to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities unless the accommodation would impose an undue hardship on the operation of our business. If any employee believes he or she needs assistance to perform his or her job duties because of a physical or mental condition, please contact Human Resources.

The Company will endeavor to make a reasonable accommodation for an employee's sincere religious beliefs. If any employee believes he or she needs a religious accommodation to perform his or her job duties, please contact Human Resources.

Freely-Chosen Employment

Thermo Fisher Scientific condemns the use of any form of forced, bonded or compulsory labor, including involuntary prison labor.

No Child Labor

Thermo Fisher Scientific prohibits the recruitment and / or employment of under-age labor and supports the elimination of exploitive child labor.

Freedom of Association

Thermo Fisher Scientific respects employees' freedom to organize in labor unions and bargain collectively in accordance with applicable law.

Compliance with Applicable Wage and Hour Laws

Thermo Fisher Scientific adheres to applicable wage and hour laws, including those regarding maximum number of working hours and minimum wages.

Policy Owner: Corporate Human Resources