

# Omnicell Limited. Modern Slavery Act Group Statement for the Financial Year ending 2025 (June 2026)

## Introduction

Omnicell Limited is not currently subject to a statutory obligation to publish a statement under section 54 of the UK Modern Slavery Act 2015. Nevertheless, as a matter of group policy and good governance, Omnicell Limited intends to publish its modern slavery statement within six months of the relevant financial year end. Pending alignment to that timetable, Omnicell Limited is republishing the current Group Statement (as approved in August 2025 by Omnicell, Inc.) below and intends to issue an updated statement in August 2026 when the Group Statement is expected to be updated.

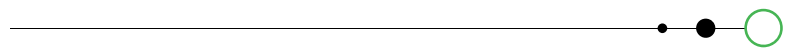
Omnicell, Inc. makes this statement relating to modern slavery and human trafficking on behalf of the Omnicell Group of companies.

Omnicell, Inc. is subject to the California Transparency in Supply Chains Act 2010. While Omnicell, Inc., and certain companies within the Omnicell Group, is 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 the anti-slavery legislation, applies to the entire Omnicell Group.

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

At Omnicell, we take the position that we are accountable not only to our customers and shareholders, but also to our global community.

As part of our drive to ensure that all aspects of our business are built on strong foundations of fairness, ethical behavior and integrity, Omnicell is committed to combatting the risk of modern slavery and human trafficking in its business and 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. There are currently seven US offices which are located in Cranberry Township (Pennsylvania), St. Petersburg (Florida), Grapevine (Texas), Milpitas (California), Warrendale (Pennsylvania), Austin (Texas) and Ft. Worth (Texas).

There are ten international offices which are located in Melbourne (Australia), Beijing (China), Strasbourg (France), Trieste (Italy), Darmstadt (Germany), Bangalore (India), Dubai (UAE), Amsterdam (Netherlands), Warrington (UK), and Brighton (UK).

The Ft. Worth (4220 North Freeway, Ft. Worth, Texas 76137) office is referred to as the Principal Executive Office.

Details of the Omnicell Group and the countries it operates in are available in the Omnicell, Inc. Annual Report and on the Omnicell, Inc. website.

## 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 (as described more fully herein) reflect this stance.

As part of our commitment to integrity in all aspects of our business, Omnicell strives to be fully compliant with all applicable legislation and regulations including those with respect to modern slavery. As an example, Omnicell is committed to complying with the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Dodd-Frank Act") regarding the use of so-called "conflict minerals" such as tin, tantalum, tungsten, and gold in the solutions we build. We are committed to taking reasonable measures to source conflict-free minerals, and encourage our suppliers and partners to do the same as per the [Omnicell Conflict Minerals Policy](#).

Omnicell follows the 5-step process recommended by the internationally recognized OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas as further reflected in [Omnicell's 2024 conflict mineral report](#).

In 2024, Omnicell adopted a new process designed to improve compliance with Section 1502 of the Dodd-Frank Act by using a secure SaaS platform for its conflict minerals program. This platform offers supply

chain transparency, supplier development resources, regulatory support, and risk assessment tools, alongside a supplier portal and education module. In 2024, as part of its due diligence process, Omnicell surveyed its major suppliers about their use of tin, tantalum, tungsten, and gold, and successfully completed an onsite audit of its largest supplier, which we believe reinforces responsible sourcing and regulatory compliance.

Omnicell Ltd., a UK-based subsidiary of Omnicell, Inc. also holds SEDEX membership ID number ZC1001136, which clarifies Omnicell's current policy.

## 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 and we require our immediate suppliers to adopt ethical and compliance driven practices not only in their own businesses, but also in their supply chains.

In 2024, Omnicell introduced a Supplier Code of Conduct that expressly prohibits child labor, forced labor, and all forms of modern slavery, mandating that all suppliers adhere to these ethical principles across their operations and supply chains.

This Supplier Code of Conduct has been sent to existing suppliers and compliance with the Supplier Code of Conduct is now required in all new supplier agreements. Where our contracts address the supply of products to Omnicell Group companies operating in California, we have introduced specific provisions to require our suppliers to certify that materials incorporated into the products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

## Supply Chain Assessment and Audits

To further strengthen its oversight, in 2024 Omnicell partnered with a third-party organization to enhance supplier due diligence. This collaboration enabled the sending of comprehensive surveys to all active suppliers, covering in particular labor and human rights and human trafficking and slavery. The third party collects and processes the responses, providing Omnicell with actionable metrics and the ability to document risk mitigation efforts.

Complementing these efforts, in 2024 Omnicell implemented Enhanced Supplier Screening (ESS), a continuous monitoring solution that leverages public data, adverse media, and denied party lists to proactively identify and manage supply chain risks including labor rights, slavery and human rights. ESS is designed to provide real-time, objective insights into supplier behavior and compliance, enabling Omnicell to respond swiftly to potential issues. This tool is also used during the onboarding of new suppliers, ensuring that all vendors meet the company's standards for integrity and regulatory alignment from the outset.

As a part of our 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, there are regular internal supply chain audits / assessments to verify the quality, environmental legal compliance, health and safety practices of our suppliers to ensure conformity with these requirements.

## Internal Accountability

Omnicell has updated its internal employee induction process which includes training on Omnicell's ethical stance in conducting its business. Our annual compliance training includes modules on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.

An integrity and compliance hotline is open at all times to all Omnicell employees, customers, suppliers and other individuals that allows them to alert the Omnicell Compliance Team of potential issues on an anonymous basis, which is complemented by Omnicell's anti-retaliation policy in the event of good faith or reasonable grounds reporting.

Omnicell takes compliance with its ethical requirements seriously and failure to follow company policies will result in disciplinary action, which may include termination of employment. For our suppliers, failure to comply with the terms of the supply contracts including the Supplier Code of Conduct may lead to termination of those contracts.

## Looking Forward 2025 and Beyond

Omnicell regularly updates its corporate policies, both internal and external, in the light of changes to relevant legislation and regulations in the countries it operates and customer and business partner expectations.

Omnicell intends to periodically revise its Code of Conduct to further strengthen the section on forced labor and human rights.

As part of defining its strategic five-year ESG goals, Omnicell will update its objectives regarding Supply Chain Due Diligence.

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

The publication of this 2025 financial year statement for Omnicell Limited has been approved by the Board of Directors of Omnicell Limited.

Signed on 25 June 2026

Steven Humphreys

