



## Enterprise-Level Human Rights Policy

We recognize our responsibility to operate with respect to human rights. Everybody deserves to be treated equally, and with respect and dignity. For us at Cutera, respecting human rights is also about leading with our values and empowering people to be who they want to be.

### *Our commitment*

At Cutera, we are committed to operating with respect to human rights across our value chain – in our own operations, across our supply chains and in the communities where we operate. This commitment applies to all Cutera employees and contractors. The policy gives an overview of our priorities, key stakeholders, accountability and how we implement our commitment.

### *Respect for human rights*

Cutera recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- Promote a workplace free of discrimination and harassment.
- Prohibit child labor, forced labor, and human trafficking.
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local laws.
- Provide safe working conditions.
- Recognize employee's rights to freedom of association.

### *Governance*

Our management team has adopted this Human Rights Policy on behalf of Cutera. Management oversees the overall implementation and report on progress and impact to the Board of Directors on a regular basis.