



Lactation Standard

1. Purpose

Stryker Corporation (“the company”) supports breastfeeding mothers by accommodating any mother who wishes to express breast milk during her workday when separated from her young child.

2. Accommodation for Lactating Mothers

After the child's birth, unless otherwise required by law, any employee who is breastfeeding her child will be provided reasonable break times to express breast milk. The company has designated rooms at each location that can be reserved through Stryker’s Outlook calendar. These rooms are not to be used for any other purpose at any time. Nursing mothers wishing to use this room must request/reserve the room by scheduling in the Stryker Outlook calendar.

3. Storing Breast Milk

A small refrigerator reserved for the specific storage of breast milk is available. Any breast milk stored in the refrigerator must be labeled with the name of the employee and the date of expressing the breast milk. Any nonconforming products stored in the refrigerator may be disposed of. Employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration and tampering. Nursing mothers wishing to use this room must request/reserve the room by scheduling on your Outlook calendar. Additional rules for use of the room and refrigerator storage are posted in the room.

Employees who work offsite or in other locations will be accommodated with a private area as necessary.

4. Break Time

When possible, employees should express milk during their regularly scheduled breaks. Stryker reserves the right to deny, in writing, an employee's request for a lactation break if the additional break time will significantly disrupt operations or impacts business needs. Any questions should be directed to the myHR Leaves team.

Document change history

| Version number | Revision level | Reason and description of revision | Issue date | Effective date |
|----------------|---------------------------|------------------------------------|------------|----------------|
| | Initial Release of policy | | | April 1, 2021 |