

Lactation Policy

Purpose

This policy is intended to provide eligible employees with guidance on reasonable accommodations to express breast milk during the workday. Eligible employees include all individuals currently lactating with the need to express breast milk, to the extent required by and in accordance with applicable law.

1.0 Policy

- 1.1 Lactation Breaks.** When possible and permitted by applicable law, break time should run concurrently with rest and meal periods already provided to the employee. If additional time is necessary, the employee should work directly with their manager and/or HR Partner to discuss further.
- 1.2 Location.** Stryker will make reasonable efforts in accordance with applicable law to provide an employee with use of a room or location near the employee's work area for the employee to express milk in private. This room or location should not be a bathroom but may be the employee's private office, if applicable.
 - 1.2.1 Stryker has designated permanent lactation break rooms at several locations for expressing breast milk. Most rooms require a reservation to be made through Stryker's Outlook calendar. Eligible employees should reach out to their direct manager and/or local HR Business Partner to define a space for use if the location does not have permanent lactation break rooms. Designated permanent lactation break rooms may not be used for any other purpose at any time.
- 1.3 Storing Breast Milk.** Many locations with permanent lactation break rooms are equipped with a refrigerator for the sole purpose of the storage of breast milk. Any breast milk stored in a designated refrigerator must be labeled with the name of the employee and the date the milk was expressed. Where a dedicated refrigerator is not available, employees may use any general-purpose refrigerator available for employees to use.
 - 1.3.1 Please note:**
 - 1.3.1.1 Any non-conforming items in the refrigerator may be discarded.
 - 1.3.1.2 Items that have been in the refrigerator for more than 7 days may be discarded.
 - 1.3.1.3 Employees who choose to store expressed 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.
- 1.4 Anti-Discrimination/Anti-Retaliation**
 - 1.4.1 Stryker expressly prohibits any form of discipline, reprisal, intimidation, retaliation, or discrimination against any individual for requesting or taking lactation breaks, or filing a complaint for violations of this policy, the Fair Labor Standards Act, or applicable federal, state or local law. If employees or applicants feel that they or someone else may have been subjected to conduct that violates this policy, they should report it immediately to their immediate supervisor, the Human Resources Department, or through Stryker's Ethics Hotline.

Corporate Human Resources **Standard**

TITLE: Lactation Policy

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VERSION: 3.0

Document Change History

Version No.	Revision Level	Reason and Description of Revision	Effective Date
1.0	Initial Release of policy	Not Applicable	April 1, 2021
2.0	Updated	Added anti-discrimination/anti-retaliation	January 1, 2024
3.0	Updated template/format only	No change to policy made	May 15, 2024