

## **Acelity LP, Inc. Equal Employment Opportunity and Affirmative Action Policy Statement**

Acelity LP, Inc. and related companies including KCI USA Inc. and KCI Imports Inc. (collectively referred to as "Acelity") continue to be Equal Employment Opportunity/Affirmative Action employers committed to fostering an environment that promotes and maintains equal employment opportunity. Our continued business success is dependent on recruiting and retaining the best available talent and continued compliance with our Affirmative Action Programs.

To this end, Acelity's policy is to provide equal employment opportunity and non-discrimination to all employees and applicants without regard to race/ethnicity, color, religion, sex (including pregnancy), national origin/ancestry/citizenship, age, disability, veteran status, genetic information, marital status, sexual orientation, gender identity, and/or any other protected class status, in accordance with applicable federal, state, and local laws. Our US Equal Employment Opportunity and Affirmative Action (EEO/AA) policy applies to all areas of employment including: recruiting and hiring, compensation and benefits, promotion and transfer, training and development, discipline and discharge, and company-sponsored recreational and social activities, and includes an interactive process for qualified individuals with disabilities and disabled veterans who request a reasonable accommodation. Acelity also takes measures to ensure that all employment decisions are based on valid job requirements only.

Furthermore, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), Section 503 or any other Federal, state or local law requiring equal opportunity for minorities, women, protected veterans or individuals with disabilities;
- (3) Opposing any act or practice made unlawful by VEVRAA, Section 503, or any other Federal, state or local law requiring equal opportunity for minorities, women, protected veterans or individuals with disabilities; or
- (4) Exercising any other right protected by VEVRAA, Section 503, or any other Federal, state or local law requiring equal opportunity for minorities, women, protected veterans or individuals with disabilities

As a Federal government contractor, Acelity is required to develop written Affirmative Action Plans (AAPs) to review equal employment opportunity for minorities, women, individuals with disabilities and protected veterans. These plans are administered by Rick Hillman, HR Compliance Analyst, and are available for review at Acelity Headquarters, Monday-Friday, from 9:00 a.m. to 5:00 p.m. You may contact him via email at [hrcompliance@kci1.com](mailto:hrcompliance@kci1.com).

Every Acelity manager and employee is responsible for compliance with this policy. Acelity will not tolerate any form of unlawful discrimination, harassment and/or retaliation in the workplace and will hold managers and employees who violate this policy accountable, including appropriate discipline and potential discharge. More specific information is outlined in Acelity's training materials and in new hire orientation.

If you feel that you have been discriminated, harassed and/or retaliated against because of your race/ethnicity, color, religion, sex (including pregnancy), national origin, age, disability, sexual orientation, gender identity, veteran status and/or any other legally protected class status; you are encouraged to immediately contact your HR Business Partner, the Compliance Department, or utilize the Acelity Alert Line at 1-800-279-3239. Complaints alleging discrimination, harassment and/or retaliation will be investigated promptly in a confidential manner.

All of us, working together, can continue to promote and maintain an environment which is free of discrimination, harassment, and/or retaliation, while encouraging the full and equal participation of all individuals.

Effective date 1/1/2017

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Joe Woody  
President and CEO, Acelity

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John T. Bibb  
Executive Vice President, General Counsel