

## **Teleflex Global Human Capital Development Statement**

**Purpose:** Teleflex is dedicated to providing opportunities for growth, development and succession to realize the potential that exists in Teleflex and to build a High-Performance Culture that supports our Core Values throughout the employee lifecycle.

### ***Talent Management and Development Objectives***

The objectives of our development and coaching programs include:

- Consistently improve the professional and personal growth of the employee base
- Foster a sense of fulfilment in everything we do at Teleflex to help improve the health and lives of others
- Develop and sustain a culture of trust, entrepreneurial spirit and fun, with people at the center of all we do
- Attract new talent into the organization that can help us achieve our objectives

### ***Recruitment, Selection and On-Boarding***

The process for new hires is well supported by clear recruitment and selection processes designed to reveal the full knowledge, skills and abilities of all candidates and ensure compliance as an equal opportunity employer. Teleflex is committed to continuously improving the quality of its human capital and its high-performance culture through an ongoing talent recruitment program that reviews opportunities internally, externally and as part of our acquisition strategy.

### ***Talent Management and Talent Development***

In order to enable each employee reach their full potential, Teleflex has implemented a Talent Management process that provides a minimum of 4 quarterly check-ins with their manager on an annual basis. These conversations are required to be coaching in nature. The Talent Development process flows from the Talent Management process and ensures that each employee's developmental objectives are captured and recorded in the My Career Pathway section, both the Talent Management and Talent Development activities are monitored through the Teleflex Connect system.

### ***Teleflex Academy & Key Talent Development Programs***

Teleflex is committed to the development of its employees in order to sustain their professional growth and personal fulfillment. We achieve this through the Teleflex Academy, a curriculum established by Teleflex for its employees to provide skills and development across broad subject areas such as Leadership, Communications, Sales, Customer Service and Business Acumen. All programs are delivered with clear learning objectives using certified facilitators. Evaluations are carried out and monitored against training delivery targets.

### ***Coaching & Mentoring***

Teleflex provides Executive 'Good to Great' Coaching for employees identified as key talent and managers moving into new roles. The coaching follows a 6-session

model designed for maximum impact with the coach, coached, manager and HR of the coachee agreeing on the objectives and deliverables. A full evaluation is carried out immediately post coaching and again after 2 years to determine behavioural change.

Our Mentoring Program is internal to the company and follows our Mentoring Guidelines giving a consistency of experience for both Mentee and Mentor. The program is 6 months in duration and is considered a developmental opportunity for all the participants.

### ***Human Capital Reporting***

The progress of our employees through each of these talent development and management programs is measured, recorded and is available to their manager and to each functional head to ensure progress in achieving our talent management and development objectives.

### ***Diversity & Inclusion***

Teleflex ensures that all demographic groups are encouraged and supported to achieve their personal development, career, and performance objectives. Managers receive training and coaching to help address “unconscious bias” opportunities. Additionally, in key locations, affinity groups are fostered to support particular minority populations.

### ***Core Values and Standards***

Teleflex has a global, codified Core Values set (shown below) that is embedded in all aspects of the company. It is the touchstone upon and through which all of our Human Capital strategies and offerings have been built. Additionally, the Teleflex Code of Ethics codify the behavioral standards with which all of our employees operate. All Teleflex employees annually (re)certify their compliance with this Code of Ethics, and our 3<sup>rd</sup> party-administered global Integrity Hotline provides an additional forum for employee reporting.



### ***Employee Engagement***

In addition to formal training programs, employees are encouraged to participate in events that engage them in their local communities through our *JOIN Act with Purpose* initiative.

Employee engagement is measured through employee engagement surveys throughout Teleflex in a variety of ways to enable our management. Employee

feedback that will help us improve both our human capital programs and our culture is highly encouraged through these surveys and through our Talent Development Programs.

### ***Teleflex Advantage***

As part of the unique experience of working in Teleflex, we summarized the key focus areas for our culture – summarized below.

## THE TELEFLEX ADVANTAGE



### ***Growth is our legacy***

- Dynamic global medical device industry
- Great brands that clinicians know and trust



### ***Culture thrives through shared vision and values***

- Improving the health and quality of people's lives
- Embracing trust, entrepreneurial spirit and fun



### ***People are at the center of all we do***

- Talented colleagues committed to excellence
- Trusted partners of medical clinicians and the patients they serve



### ***Careers can go far at Teleflex***

- Interesting and challenging work where you can make a difference
- Opportunities to develop and excel