

Omnicell Limited. Modern Slavery Act Group Statement for the Financial Year ending 2025 (September 2026 Update)

Introduction

Omnicell Limited is not currently subject to a statutory obligation to publish a statement under section 54 of the UK Modern Slavery Act 2015. Nevertheless, as a matter of group policy and good governance, Omnicell Limited intends to publish its modern slavery statement within six months of the relevant financial year end. Pending alignment to that timetable, Omnicell Limited has republished in June 2026 the Group Statement (as approved in August 2025 by Omnicell, Inc.). Following approval of the Group Statement for the financial year ending 2025 by the Omnicell, Inc. Board of Directors in August 2026, Omnicell Limited has updated its own statement by republishing the current Group Statement. For the sake of completeness, the Omnicell Limited Statement published in June 2026 is appended to this Statement.

Omnicell, Inc. makes this statement relating to modern slavery and human trafficking on behalf of the Omnicell Group of companies. For purposes of this statement “Omnicell Group” means Omnicell, Inc. and its subsidiaries, collectively.

Omnicell, Inc. is subject to the California Transparency in Supply Chains Act 2010. While Omnicell, Inc. is not, and certain companies within the Omnicell Group are not, formally required to comply with the UK Modern Slavery Act 2015, we have adopted a Group-wide approach to uphold human rights and corporate responsibility and we align our practices with its principles and standards across our operations (“anti-slavery legislation”). This statement, though published for the entities subject to such legislation, applies to the entire Omnicell Group.

We refer to the Omnicell Group of companies in this statement as “Omnicell.”

For purposes of the California Transparency in Supply Chains Act, this statement describes Omnicell's efforts relating to its direct supply chains for tangible goods offered for sale. More broadly, Omnicell also considers modern slavery risks that may arise in its operations and wider supply chain, including certain service providers.

At Omnicell, we recognize that we have a responsibility to act with fairness, integrity and respect for human rights across our business and supply chain. Consistent with this approach, Omnicell is committed to taking actions to prevent and address the risk of modern slavery and human trafficking in its operations and wider supply chain.

Our Business

Omnicell is a leading provider of solutions targeting patient safety and operational efficiency in healthcare facilities. Omnicell is a leader in the drive to deliver autonomous pharmacy services across the world.

Omnicell operates globally through offices and facilities across North America, Europe, Asia-Pacific and the Middle East. Details of the Omnicell Group and the countries in which it operates are available in the Omnicell, Inc. Annual Report and on the Omnicell, Inc. website.

The Fort Worth office (4220 North Freeway, Fort Worth, Texas 76137) is referred to as the Principal Executive Office.

Omnicell's Policy

Omnicell has zero tolerance for human trafficking and slavery. Omnicell does not tolerate modern slavery and human trafficking in its workplace, and its internal policies and staff engagement publicly support that stance. Omnicell does not knowingly associate with third parties who tolerate modern slavery and human trafficking in their businesses and supply chains.

Omnicell's Code of Conduct and Supplier Code of Conduct reflect this position. Omnicell strives to be fully compliant with applicable legislation and regulations, including those relating to modern slavery.

Consistent with the commitment made in its previous Modern Slavery Statement, in 2025 Omnicell revised its Code of Conduct to further reinforce that:

- Omnicell does not use child labor, forced labor or indentured labor of any kind, and does not tolerate purchasing products or services from companies that do.
- Suppliers are expected to comply with Omnicell's ethical standards contained within its the Supplier Code of Conduct.

In addition, in 2025, Omnicell also asked distributors to adhere to the principles of the Supplier Code of Conduct.

Conflict Minerals

As part of its broader responsible sourcing efforts, Omnicell also maintains a conflict minerals (tin, tantalum, tungsten and gold) compliance program. While distinct from modern slavery due diligence, this program is designed to support supply chain transparency and potential risk identification in certain higher-risk upstream sourcing areas. Please refer to the [Omnicell Conflict Minerals Policy](#) and [Omnicell 2025 Conflict Minerals Report](#) for more details.

Omnicell's Supply Chain

To provide its solutions, Omnicell sources components, products and services globally. Given the nature and geography of Omnicell's business, its supply chain is both extensive and diverse. Many of its suppliers have their own extensive supply chains.

Given the geographic spread and complexity of Omnicell's supply chain, Omnicell recognizes that the risk of modern slavery and human trafficking may be higher in certain parts of its supply chain, including third-party manufacturing [in certain geographies or for certain parts or materials], the use of subcontracted or temporary labor, and upstream sourcing where visibility may be more limited.

In 2024, Omnicell introduced a Supplier Code of Conduct that expressly prohibits child labor, forced labor and all forms of modern slavery. This Supplier Code of Conduct has been communicated to existing suppliers and compliance with the Supplier Code of Conduct is now contractually required in all new supplier agreements.

Within its agreements with suppliers and through adherence to the Supplier Code of Conduct, Omnicell requires all suppliers, to confirm compliance with applicable laws, including those relating to slavery, forced labor and human trafficking in the countries in which they operate. As part of their commitment to following the Supplier Code of Conduct, Omnicell Suppliers must also implement and conduct risk screening and due diligence procedures in procurement, sourcing, and supply chain activities to ensure that their respective supply chains are free of forced labor, child labor, and human trafficking.

Supply Chain Assessment and Audits

To strengthen its oversight, since 2024 Omnicell has been working with a third-party consultant to enhance supplier due diligence. This includes the use of comprehensive yearly supplier surveys focusing on labor standards, human rights, human trafficking and modern slavery, as well as Enhanced Supplier Screening (ESS), which is intended to provide ongoing monitoring of modern slavery risks and other ethical concerns using publicly available data, adverse media and denied-party information.

These surveys and the ESS are each designed to identify potential risks relating to labor rights, human trafficking and modern slavery, using indicators such as geographic risk, sector risk and publicly available information.

As a part of Omnicell's product verification and assurance process, our product supply contracts also reserve the right for Omnicell to conduct audits, both by ourselves and through independent third-party auditors, to assure ourselves of the supplier's compliance with all aspects of the supply contract.

In addition, pursuant to the Supplier Code of Conduct Omnicell also reserves the right to perform supplier audits for compliance with the Supplier Code of Conduct. Omnicell also conducts regular internal supply chain audits and assessments to verify the quality, environmental legal compliance, and health and safety practices of our suppliers in an effort to ensure conformity with these requirements, which may also support the identification of labor-related risks.

Effectiveness

Omnicell seeks to measure the effectiveness of its approach to managing modern slavery risk through process-based indicators, including monitoring supplier participation in due-diligence activities, evaluating supplier risk categorization outcomes, and completing follow-up actions where elevated risks are identified.

Internal Accountability

Omnicell's employee onboarding process includes training on conducting business in an ethical manner, and as part of our annual compliance standards, all Omnicell employees are required to review and acknowledge the Omnicell Code of Conduct.

In addition, compliance training offered annually during Compliance Week and recommended for members of our operations teams includes content related to human trafficking and modern slavery, with a focus on mitigating risks in supply chains.

An integrity and compliance hotline is made available at all times to all employees, customers, suppliers and other stakeholders and permits confidential and anonymous reporting of potential issues, subject to local laws. Omnicell enforces a non-retaliation policy for good-faith reporting.

To the extent concerns relating to modern slavery are identified, Omnicell seeks to take appropriate corrective action, which may include remediation, increased monitoring or escalation through contractual or other mechanisms.

Failure by suppliers to comply with Omnicell's ethical standards may result in termination of such supplier's contract.

Looking Forward 2026 and Beyond

Omnicell regularly reviews and updates its internal and external corporate policies in light of evolving regulatory developments and stakeholder expectations.

Omnicell also intends to periodically revise its Code of Conduct and Supplier Code of Conduct, respectively.

Omnicell is working to further enhance its employee role-based training programs related to the prevention of child labor, forced labor and indentured labor, and its requirements for the completion of such training.

Omnicell also plans to highlight the availability of its whistleblower hotline for employees and contractors. As part of its broader ESG strategy, Omnicell continues to strengthen its objectives and processes related to forced labor, human rights, supply chain due diligence and modern slavery risk management.

Omnicell regularly updates its corporate policies, both internal and external, in the light of changes to relevant legislation and regulations in the countries it operates and customer and business partner expectations.

Approval

This Group Statement has been approved by the Board of Directors of Omnicell, Inc.

The publication of this updated 2025 financial year statement for Omnicell Limited has been approved by the Board of Directors of Omnicell Limited.

Signed on 18 September 2026

Steven Humphreys



APPENDIX

Omnicell Limited. Modern Slavery Act Group Statement for the Financial Year ending 2025 (June 2026)

Introduction

Omnicell Limited is not currently subject to a statutory obligation to publish a statement under section 54 of the UK Modern Slavery Act 2015. Nevertheless, as a matter of group policy and good governance, Omnicell Limited intends to publish its modern slavery statement within six months of the relevant financial year end. Pending alignment to that timetable, Omnicell Limited is republishing the current Group Statement (as approved in August 2025 by Omnicell, Inc.) below and intends to issue an updated statement in August 2026 when the Group Statement is expected to be updated.

Omnicell, Inc. makes this statement relating to modern slavery and human trafficking on behalf of the Omnicell Group of companies.

Omnicell, Inc. is subject to the California Transparency in Supply Chains Act 2010. While Omnicell, Inc., and certain companies within the Omnicell Group, is not formally required to comply with the UK Modern Slavery Act 2015, we have adopted a Group-wide approach to uphold human rights and corporate responsibility and we align our practices with its principles and standards across our operations ("anti-slavery legislation"). This statement, though published for the entities subject to the anti-slavery legislation, applies to the entire Omnicell Group.

We refer to the Omnicell Group of companies in this statement as "Omnicell."

At Omnicell, we take the position that we are accountable not only to our customers and shareholders, but also to our global community.

As part of our drive to ensure that all aspects of our business are built on strong foundations of fairness, ethical behavior and integrity, Omnicell is committed to combatting the risk of modern slavery and human trafficking in its business and supply chain.

Our Business

Omnicell is a leading provider of solutions targeting patient safety and operational efficiency in healthcare facilities. Omnicell is a leader in the drive to deliver autonomous pharmacy services across the world. There are currently seven US offices which are located in Cranberry Township (Pennsylvania), St. Petersburg (Florida), Grapevine (Texas), Milpitas (California), Warrendale (Pennsylvania), Austin (Texas) and Ft. Worth (Texas).

There are ten international offices which are located in Melbourne (Australia), Beijing (China), Strasbourg (France), Trieste (Italy), Darmstadt (Germany), Bangalore (India), Dubai (UAE), Amsterdam (Netherlands), Warrington (UK), and Brighton (UK).

The Ft. Worth (4220 North Freeway, Ft. Worth, Texas 76137) office is referred to as the Principal Executive Office.

Details of the Omnicell Group and the countries it operates in are available in the Omnicell, Inc. Annual Report and on the Omnicell, Inc. website.

Omnicell's Policy

Omnicell has zero tolerance for human trafficking and slavery.

Omnicell does not tolerate modern slavery and human trafficking in its workplace and its internal policies and staff engagement publicly support that stance. Omnicell does not knowingly associate with third parties who tolerate modern slavery and human trafficking in their businesses and supply chains. Omnicell's Code of Conduct and Supplier Code of Conduct (as described more fully herein) reflect this stance.

As part of our commitment to integrity in all aspects of our business, Omnicell strives to be fully compliant with all applicable legislation and regulations including those with respect to modern slavery. As an example, Omnicell is committed to complying with the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Dodd-Frank Act") regarding the use of so-called "conflict minerals" such as tin, tantalum, tungsten, and gold in the solutions we build. We are committed to taking reasonable measures to source conflict-free minerals, and encourage our suppliers and partners to do the same as per the [Omnicell Conflict Minerals Policy](#).

Omnicell follows the 5-step process recommended by the internationally recognized OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas as further reflected in [Omnicell's 2024 conflict mineral report](#).

In 2024, Omnicell adopted a new process designed to improve compliance with Section 1502 of the Dodd-Frank Act by using a secure SaaS platform for its conflict minerals program. This platform offers supply

chain transparency, supplier development resources, regulatory support, and risk assessment tools, alongside a supplier portal and education module. In 2024, as part of its due diligence process, Omnicell surveyed its major suppliers about their use of tin, tantalum, tungsten, and gold, and successfully completed an onsite audit of its largest supplier, which we believe reinforces responsible sourcing and regulatory compliance.

Omnicell Ltd., a UK-based subsidiary of Omnicell, Inc. also holds SEDEX membership ID number ZC1001136, which clarifies Omnicell's current policy.

Omnicell's Supply Chain

To provide its solutions, Omnicell sources components, products and services globally. Given the nature and geography of Omnicell's business, its supply chain is both extensive and diverse. Many of its suppliers have their own extensive supply chains and we require our immediate suppliers to adopt ethical and compliance driven practices not only in their own businesses, but also in their supply chains.

In 2024, Omnicell introduced a Supplier Code of Conduct that expressly prohibits child labor, forced labor, and all forms of modern slavery, mandating that all suppliers adhere to these ethical principles across their operations and supply chains.

This Supplier Code of Conduct has been sent to existing suppliers and compliance with the Supplier Code of Conduct is now required in all new supplier agreements. Where our contracts address the supply of products to Omnicell Group companies operating in California, we have introduced specific provisions to require our suppliers to certify that materials incorporated into the products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

Supply Chain Assessment and Audits

To further strengthen its oversight, in 2024 Omnicell partnered with a third-party organization to enhance supplier due diligence. This collaboration enabled the sending of comprehensive surveys to all active suppliers, covering in particular labor and human rights and human trafficking and slavery. The third party collects and processes the responses, providing Omnicell with actionable metrics and the ability to document risk mitigation efforts.

Complementing these efforts, in 2024 Omnicell implemented Enhanced Supplier Screening (ESS), a continuous monitoring solution that leverages public data, adverse media, and denied party lists to proactively identify and manage supply chain risks including labor rights, slavery and human rights. ESS is designed to provide real-time, objective insights into supplier behavior and compliance, enabling Omnicell to respond swiftly to potential issues. This tool is also used during the onboarding of new suppliers, ensuring that all vendors meet the company's standards for integrity and regulatory alignment from the outset.

As a part of our product verification and assurance process, our product supply contracts also reserve the right for Omnicell to conduct audits, both by ourselves and through independent third-party auditors, to assure ourselves of the supplier's compliance with all aspects of the supply contract.

In addition, there are regular internal supply chain audits / assessments to verify the quality, environmental legal compliance, health and safety practices of our suppliers to ensure conformity with these requirements.

Internal Accountability

Omnicell has updated its internal employee induction process which includes training on Omnicell's ethical stance in conducting its business. Our annual compliance training includes modules on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.

An integrity and compliance hotline is open at all times to all Omnicell employees, customers, suppliers and other individuals that allows them to alert the Omnicell Compliance Team of potential issues on an anonymous basis, which is complemented by Omnicell's anti-retaliation policy in the event of good faith or reasonable grounds reporting.

Omnicell takes compliance with its ethical requirements seriously and failure to follow company policies will result in disciplinary action, which may include termination of employment. For our suppliers, failure to comply with the terms of the supply contracts including the Supplier Code of Conduct may lead to termination of those contracts.

Looking Forward 2025 and Beyond

Omnicell regularly updates its corporate policies, both internal and external, in the light of changes to relevant legislation and regulations in the countries it operates and customer and business partner expectations.

Omnicell intends to periodically revise its Code of Conduct to further strengthen the section on forced labor and human rights.

As part of defining its strategic five-year ESG goals, Omnicell will update its objectives regarding Supply Chain Due Diligence.

This Group statement has been approved by the Board of Directors of Omnicell, Inc.

The publication of this 2025 financial year statement for Omnicell Limited has been approved by the Board of Directors of Omnicell Limited.

Signed on 25 June 2026

Steven Humphreys

