



## Modern Slavery & Human Rights Policy

### **The Company's Commitment**

Sight Sciences' (the "Company") mission is to develop transformative, interventional technologies that allow eyecare providers to procedurally elevate the standards of care- empowering people to keep seeing. We are passionate about improving patients' lives by helping them to preserve their sight.

The Company operates under, and continuously strives to comply with, an array of global laws and regulations governing our business operations and practices, including complying with laws and regulations prohibiting modern slavery and human trafficking. The UK Modern Slavery Act of 2015 requires certain organizations carrying out business in the United Kingdom to publish a policy statement regarding human trafficking and modern slavery. This Company Modern Slavery & Human Trafficking Policy<sup>1</sup> ("Policy"), published for the fiscal year ending December 31, 2025, is prepared pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets forth key principles that guide the Company's business practices.

### **Company Overview**

We are committed to operating our business consistent with the highest standards of ethics and integrity. We believe that all people should be treated with dignity and respect, and therefore, we recognize the importance of maintaining and promoting fundamental human rights. Our commitment to operating our business with integrity and accountability includes respecting worker rights, complying with local employment and human rights laws, and working to prevent child labor, modern slavery, or human trafficking from occurring in our business operations or supply chain.

The Company has global operations with direct markets in the United States, United Kingdom, and Germany. Additional details on the Company's global operations and locations are outlined below and in the Company's annual Sustainability Report, which can be found on the Investors tab of the Company's website.

### **Business Structure**

The Company researches, develops, manufactures, distributes, and sells various eye care products for the treatment of two of the world's most prevalent and underserved eye diseases: glaucoma and dry eye disease. The Company primarily sells its OMNI<sup>®</sup> Surgical System and SION<sup>®</sup> Surgical Instrument through its dedicated Interventional Glaucoma sales team. The Company has established direct commercial operations in the United States, United Kingdom, and Germany, and sells OMNI in other countries in Europe through its distributors. The Company also primarily sells the TearCare<sup>®</sup> System in the U.S. through its dedicated Interventional Dry Eye sales team.

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<sup>1</sup> For purposes of this Policy, modern slavery and human trafficking includes all forms of illegal slavery, forced or compelled servitude, and human trafficking (i.e., the practice of illegally transporting someone from one area or country to another for the purposes of being exploited).

The Company does not currently operate manufacturing facilities and instead contracts with third parties (“Contract Manufacturers”) for the Company’s production requirements, including key components used in our products. The Company’s supply chain includes global suppliers and manufacturing partners and may involve manufacturing activities in multiple jurisdictions. Additional details on the Company’s Contract Manufacturers and distribution are found in the Company’s annual Sustainability Report.

- **Integrity and Compliance Program** The Company is committed to conducting its business with integrity and has in place a global ethics and compliance program designed to support legal and ethical conduct and prevent and detect violations of the law and Company policies. Some key elements of our compliance program are as follows: Our Code of Business Conduct and Ethics is the foundation of our global compliance program. It emphasizes the importance of integrity and compliance with legal and ethical standards in our business practices. For instance, the Code of Business Conduct and Ethics outlines the Company’s commitment to creating and maintaining a safe and respectful workplace. In addition, the Company trains employees on an annual basis on the Code of Business Conduct and Ethics which includes topics such as identifying and reporting slavery and human trafficking, anti-bribery and anti-corruption, data privacy, and speaking up and non-retaliation.
- Our Supplier Code of Ethics and Conduct emphasizes the importance of ethical business practices, fundamental human rights, social responsibility, and environmental compliance by our suppliers. The Supplier Code of Ethics and Conduct outlines ethical guidelines and legal standards the Company’s suppliers are expected to meet, such as complying with laws and regulations prohibiting slavery, human trafficking, forced labor, child labor, and the right to freedom of association. The Company’s supplier-related policies are supported by contractual requirements and monitoring processes designed to promote compliance with applicable human rights, labor, and environmental standards.
- The Company’s Nominating and Corporate Governance Committee and the Company’s full Board of Directors are regularly updated on the Company’s environmental, health and governance (“ESG”) initiatives, including providing reports of any non-compliance with the provisions of this Policy.
- Our employees are expected and encouraged to speak up, ask questions to seek guidance or clarification, and report ethical concerns in good faith and without fear of retaliation. Our Ethics Hotline provides employees, as well as our suppliers and their employees, a confidential and secure way to report any concerns about misconduct, unethical behavior, or violations of Company policies. The Ethics Hotline is operated by a third-party provider and is available 24 hours a day, 7 days a week by telephone or online.

### **Assessing Supply Chain Risks**

The Company recognizes that risks of modern slavery and human trafficking are heightened in certain geographies, manufacturing environments, and labor-intensive industries. In assessing such risks, the Company considers factors such as geographic location, including operations and suppliers outside the United States and the concentration of suppliers in particular regions, the use of third-party contract manufacturers, workforce practices, and industry-specific risk indicators. The Company’s assessments may also take into consideration geopolitical developments, trade restrictions, and efforts to diversify its manufacturing footprint.

Additionally, the Company has a supplier agreement template that requires Contract Manufacturers to expressly represent and warrant that they will adhere to the Supplier Code of Ethics and Conduct and

all applicable laws prohibiting human trafficking and slavery. The Company's form of supplier agreement gives the Company the right to evaluate, audit, and/or inspect a Contract Manufacturer's facilities, books, and business records to verify compliance with the terms and conditions of the supplier agreement, or the Supplier Code of Ethics and Conduct.

### **Due Diligence and Monitoring**

Beginning in 2026, the Company will conduct risk-based due diligence on suppliers, which may include self-assessment questionnaires, contractual compliance reviews, and, where appropriate, audits or inspections of supplier facilities. Identified risks will be documented and escalated internally for appropriate action. Where instances of non-compliance or potential modern slavery risks are identified, the Company seeks to work with suppliers to implement corrective action plans, which may include enhanced monitoring or, where necessary, termination of supplier relationships.

The Company believes in the 'living wage' principle, as stipulated in the United Nation's Universal Declaration of Human Rights (UDHR), Article 23.3: "Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection." The Company complies with all applicable local laws and regulations relating to wages, work hours, overtime, and benefits. The Company pays fair wages to its employees, meeting or exceeding the amount for basic living needs in line with its UN Global Compact commitment. The Company supports fair and competitive compensation practices and conducts periodic reviews of compensation structures in line with applicable laws, market benchmarks, and internal equity considerations. The Company is committed to continuously strengthening its approach to identifying, preventing, and mitigating modern slavery risks, and will continue to enhance its policies, procedures, and supplier engagement activities as best practices and regulatory expectations continue to evolve.