



## Modern Slavery & Human Rights Policy

### The Company's Commitment

Sight Sciences' (the "Company") mission is to transform ophthalmology and optometry through the development and commercialization of proprietary devices that target the underlying causes of the world's most prevalent eye diseases. We are passionate about improving patients' lives. The Company's objective is to develop and market products for use in new treatment paradigms and to create an interventional mindset in eyecare whereby our products may be used in procedures which supplant conventional outdated approaches.

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 financial year ending in 2023, 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 Initiatives

The Company is committed to taking steps to prevent slavery and human trafficking from occurring within our business operations and supply chain. These steps include the following:

- Adopting and implementing a Code of Business Conduct and Ethics that outlines the ethical guidelines and legal standards our employees are expected to adhere to, such as creating a safe and respectful workplace. The Company's annual Code of Business Conduct and Ethics training and certification course also includes a section on identifying and reporting slavery and human trafficking.
- Adopting and implementing a Supplier Code of Ethics and Conduct that outlines the ethical guidelines and legal standards the Company's suppliers are expected to meet, including but not limited to complying with laws and regulations prohibiting slavery, human trafficking, forced labor, child labor, and the right to freedom of association.
- Having a supplier agreement template that requires suppliers 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 supplier agreement gives the

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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).



Company the right to evaluate, audit, and/or inspect a supplier’s facilities, books, and business records to verify the supplier’s compliance with the terms and conditions of the supplier agreement, or the Supplier Code of Ethics and Conduct.

- Regularly updating the Company’s Nominating and Corporate Governance Committee, and the Company’s full Board of Directors, on the Company’s environmental, health and governance (“ESG”) initiatives, including providing reports of any non-compliance with the provisions of this Policy.

The Company supports 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. At least annually, the Company reviews salaries for all employees and commits to adjusting salaries that would fall below the living wage level.