



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 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 Policy¹ ("Policy"), published for the fiscal year ending December 31, 2024, 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.

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 found in the Company's sustainability report.

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. Additional details on the Company's Contract Manufacturers and distribution are found in the Company's sustainability report.

Company Initiatives

The Company has taken steps to help prevent slavery and human trafficking from occurring within our business operations and supply chain. These steps include:

- Adopting and implementing our Code of Business Conduct and Ethics, which 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 respecting the workplace and creating a safe and respectful workplace. In addition, the Company's annual Code of Business Conduct and Ethics training and certification course includes a section on identifying and reporting slavery and human trafficking.
- Adopting and implementing our Supplier Code of Ethics and Conduct, which 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

¹ 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).

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.

- 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 of supplier agreement gives the 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 Modern Slavery.
- Implementing an Ethics Hotline that 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.

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