



Human Rights Policy Statement

- 1. Introduction.** Mirion is committed to respecting, protecting and promoting fundamental human rights and freedoms consistent with our values. Mirion strives to respect and promote human rights with its employees, suppliers, customers and other stakeholders and our human rights approach is grounded by the principles of the United Nations Universal Declaration of Human Rights as they apply to our business and operations.
- 2. Applicability.** This policy is applicable to all of the Company's operations worldwide and Mirion has implemented specific Codes of Ethics and Business Conducts for employees, sales agents, distributors and suppliers to support human rights standards in their operations. All employees, agents and other representatives are expected to comply with all human rights standards, laws and regulations of every country in which Mirion operates.
- 3. Prohibition of Harassment.** Mirion strictly prohibits discrimination or harassment of any kind; employees are expected to treat each other with respect and dignity and have zero tolerance for discrimination or harassment on the basis of race, ethnicity, religion, national origin, age, disability, gender, marital status, sexual orientation, gender identity, or any other legally protected status. Unwelcome sexual advances, derogatory comments based on racial or ethnic characteristics or sexual orientation, and similar types of harassment are strictly prohibited. Furthermore, Mirion is committed to maintaining a culture of diversity and all employment decisions are based on a principle of mutual respect and dignity consistent with applicable laws.
- 4. Collective Bargaining and Freedom of Association.** Mirion respects the rights of its employees to decide whether to form and/or join legally authorized labor associations and organizations without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, Mirion is committed to establishing a constructive dialogue with the union's freely chosen representatives.
- 5. Health and Safety.** The health and safety of its employees is imperative to Mirion. Mirion complies with all industry-standard health and safety regulations and requirements for employees and contractors and monitors and records any health and safety incidents or concerns. Mirion recognizes water as a fundamental human right and ensures that all employees have access to clean drinking water at its offices and facilities.
- 6. Freedom of Engagement.** Mirion believes that people should work because they want or need to, not because they are forced to do so and prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. Mirion does not support or engage in slavery or human trafficking in any part of its supply chain (see our UK 2015 Slavery Act Statement); Mirion may immediately terminate its business

relationship with suppliers that fail to meet these standards as provided in the Mirion Supplier Code of Conduct.

7. Supply Chain. Mirion sources from reputable global suppliers and it expects all of its suppliers and third-party partners to conduct business in a manner that respects human rights, consistent with its Code of Ethics and Business Conduct, its Supplier Code of Conduct and its Code of Ethics and Conduct for Sales Agents and Distributors. As stated in its Supplier Code of Conduct, Mirion will undertake due diligence reviews and oversight including screening all suppliers against an extensive set of media, government and regulatory sources in order to evaluate a variety of factors including suppliers' human rights practices and environmental performance. These evaluations are conducted both during the on-boarding process and periodically thereafter. As necessary, Mirion will conduct audits to evaluate a supplier's human rights performance and identify areas in which Mirion could support suppliers in improving their human rights impact.

8. Due diligence and Stakeholder Involvement. Mirion does not believe it is exposed to salient human rights risks, including forced labor, child labor, and inhumane working conditions due to the nature and location of its operations. However, Mirion remain committed to adopt programs addressing industry-specific exposure, where applicable to its business and operations, and to annually review our approach to human rights with the engagement of our employees and other stakeholders.

9. Grievance Mechanisms & Reporting. Mirion has established a compliance reporting telephone "hotline" and an internet-based reporting option for the reporting of misconduct or perceived misconduct by or within Mirion or by any person or entity with whom we do business with, as detailed in the Whistleblower Policy on reporting Human Rights and any other Ethics violations. Both telephone and internet-based reporting avenues are available twenty-four hours a day, seven days a week, available in various languages here. Additional contact information is listed below.

CHIEF COMPLIANCE OFFICER: The Mirion Board of Directors has designated Emmanuelle Lee, Mirion's Chief Legal Officer, as Mirion's Chief Compliance Officer. Reports may be made to Ms. Lee by telephone at +1 470 681 4724 or by email at elee@mirion.com.

BOARD OF DIRECTORS: Reports may be made to the Board of Directors as a group, the non-employee directors as a group, or any individual director by sending written correspondence to the following address: Mirion Technologies, Inc. 1218 Menlo Drive Atlanta, GA 30318 Attn: Corporate Secretary.

CONTACTING THE MIRION LEGAL DEPARTMENT Employees may contact the Mirion Legal Department with questions or issues that arise in connection with this Policy at: legal@mirion.com.