



Human and Workplace Rights Policy

Silk Road Medical, Inc. is committed to upholding human and workplace rights throughout our company. Silk Road Medical supports the United Nations Universal Declaration of Human Rights and acknowledges the Declaration's core principles around workplace rights, and we respect and strictly adhere to all applicable labor and human rights laws including, among others, those related to modern slavery, child labor, human trafficking, bribery, discrimination, harassment, pay equity, and workplace safety. This Human and Workplace Rights Policy sets forth key principles that guide us in operating our business.

- We will not tolerate human rights abuses, human trafficking, or slavery and will not engage or be complicit in any activity that solicits or encourages human rights abuses.
- We require our contracted suppliers to comply with all applicable laws and regulations, including those related to human and workforce rights, and we have adopted a Supplier Code of Conduct setting forth our expectation that our suppliers will respect the human rights of the people with whom, and the communities in which, they do business.
- We promote human and workplace rights throughout our business through, among other things, our
 - Prohibition of Modern Slavery. Silk Road Medical prohibits all forms of modern slavery in our operations and in our supply chain, including the use of enslaved or forced labor, debt bondage, and human trafficking.
 - Prohibition of Discrimination. Silk Road Medical has adopted an Equal Employment Opportunity & Diversity statement that affirms that we are an equal opportunity employer, and we actively recruit minority, women, veteran, and disabled candidates to apply for positions with our company. Silk Road Medical prohibits all forms of illegal discrimination and harassment and is committed to working with employees to identify and provide reasonable accommodations in accordance with applicable law.
- Silk Road Medical welcomes engagement by our employees, customers, shareholders, and suppliers regarding human and workplace rights. We conduct annual engagement surveys with our employees to receive their feedback on the workplace and provide feedback opportunities for shareholders and suppliers in regular meetings.
- We provide a number of resources for employees and others to ask questions, obtain guidance, or report grievances, including a helpline that employees may use to contact us anonymously. Silk Road Medical does not retaliate or permit retaliation against anyone who raises questions or concerns in good faith, and we are committed to investigating grievances and providing appropriate responses and remedies.