



SUPPLIER CODE OF ETHICS

Sight Sciences, Inc. (the “Company,” “we,” or “our”) is committed to responsible product sourcing and conducting our business practices and operations with integrity. The Company strives to select third-party manufacturers and other vendors that supply parts and products (collectively, “Suppliers”) who share these commitments. We expect our Suppliers to conduct their business practices and operations ethically and in compliance with all applicable laws and regulations. This Supplier Code of Ethics (“Code”) outlines the principles and ethics the Company’s Suppliers are expected to comply with.

Business Ethics

Conflict of Interest and Modest Gifts

Suppliers will not engage in any activities that would create an actual or potential conflict of interest regarding their duties, interests, or obligations to the Company. The Company’s employees are permitted to give and accept only modest entertainment and tokens of appreciation (i.e., gifts) that are considered usual and customary and in compliance with applicable laws and regulations.

Privacy and Confidentiality

Suppliers are expected to protect the personal information of their business partners, customers, and others they do business with. Suppliers are contractually required to protect any proprietary or confidential information that the Company shares with Suppliers.

Anti-Bribery and Anti-Corruption

The Company complies with the anti-bribery and anti-corruption laws of the countries in which it does business, such as the Foreign Corrupt Practices Act, the U.K Bribery Act, and any similar laws. It is imperative that our Suppliers also abide by all applicable anti-bribery and anti-corruption laws and regulations. Without limitation, Suppliers may not make, on the Company’s behalf, any direct or indirect payments or promises of payment to foreign government officials for the purpose of inducing an unfair business advantage. In addition, certain anti-bribery and anti-corruption laws, including the U.K. Bribery Act, also forbid bribery in the private sector. The same principles apply in the governmental and commercial contexts: do not corruptly offer, promise, or accept anything of value.

Social Responsibility

Forced Labor, Slavery, and Child Labor

The Company does not, and will not, tolerate the use of forced or involuntary labor. Suppliers should not utilize, support, or require any forced or involuntary labor, whether in the form of prison labor, indentured labor, bonded labor, or engage in any form of human trafficking.



In addition, the Company does not tolerate the use of child labor. The Company will not knowingly accept products or services from Suppliers that use child labor. The Company expects Suppliers to comply with applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirements in the countries in which they operate. Suppliers should maintain a reliable system to verify the eligibility of all workers, including age eligibility and legal status of foreign workers.

Health and Safety

Suppliers should comply with all applicable safety and health laws and regulations in the countries in which they operate. The Company expects Suppliers to provide a safe working environment for its employees that supports accident prevention and appropriately mitigates exposure to health risks occurring within or arising out of the course of work. Suppliers are also expected to provide materials, components, products, and services that meet all applicable health and safety requirements.

Working Conditions and Nondiscrimination

The Company expects Suppliers to treat each of their employees with respect and dignity and will not subject any employee to any physical, sexual, psychological, verbal, or any other form of harassment or abuse.

Suppliers must comply with all applicable wage and hour labor laws and regulations governing employee compensation and working hours. If no minimum wage law applies, Supplier should pay employees at least the prevailing industry wage. The Company will not knowingly use Suppliers who require employees to work in excess of the local statutory requirements without proper compensation as required by applicable law. Employees should be permitted reasonable days off (e.g., at least one day off for every seven-day period) and must have leave privileges as required by applicable law.

Suppliers shall not subject any person to discrimination in employment (including hiring, salary, benefits, advancement, discipline, termination, or retirement) on the basis of age, sex, race, color, ancestry, religion, creed, citizenship status, disability, national origin, marital status, military status, sexual orientation, gender identity and expression, or any factors not related to the job. Suppliers must comply with all applicable local laws concerning discrimination in hiring and employment practices.

Security and Freedom of Movement

Suppliers will provide measures necessary for physical and information security at all of its facilities. Additionally, our Suppliers should not place any unreasonable restriction on the ability its employees to leave the workplace or terminate employment, such as holding copies of employee identification documents.



Environmental Responsibility

Environmental Compliance

Suppliers shall comply with all applicable environmental laws and regulations in the countries in which they operate. Suppliers are also expected to conduct their operations in a way that protects the environment.

Conservation

Suppliers are expected to proactively monitor their environmental footprint through policies and procedures that help conserve natural resources, minimize greenhouse gas emissions, eliminate waste, recycle materials, promote the purchase of sustainable materials, products, and services.

Hazardous Materials

Suppliers are expected to implement policies and procedures related to the safe management of hazardous materials and the legal restriction of specific substances.

Sight Sciences Ethics and Compliance

Reporting Non-Compliance

This Code supplements but does not supersede any contractual requirements. We expect our Suppliers to immediately notify the Company of any actual or potential violations of this Code by emailing: compliance@sightsciences.com.

Right to Audit

The Company reserves the right contractually to evaluate, audit, and inspect a Supplier's facilities, books, and business records to verify the Supplier's compliance with the principles described in this Policy. The Company may terminate our business relationship with any Supplier that is found to have violated this Supplier Code of Conduct.