

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

Candela provides equal employment opportunities without regard to race, color, religion, gender (identity, orientation, or expression), national origin, age, disability, marital status, veteran status, genetic information, or any other protected characteristic under applicable local law.

Candela prohibits discrimination in all phases of employment, including but not limited to recruitment, employment placement, hiring, transfer, promotions, demotion, pay rate and other forms of compensation, training and development, company sponsored activities, reduction in work force, discharge and other employment actions where the decision is based on reasons prohibited by state, federal, or local country regulation, such as the employee's or applicant's race, color, religion, age, gender (identity, orientation, or expression), national origin, disability status, protected veteran status, or any other characteristics protected by federal, state, or local country labor regulations.

As part of the company's equal employment opportunity policy, Candela will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, protected veterans, and qualified disabled persons are introduced into our workforce and considered for hiring and promotional opportunities. In addition, reasonable accommodation of protected disabilities and of religion will be afforded to Candela's employees. However, all employees must be able to perform the essential functions of their jobs.

Employees and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local country law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local country law requiring equal opportunity.

The above-mentioned policies shall be periodically communicated to the attention of managers via Employee Handbook training. It is the responsibility of each manager of Candela to ensure affirmative implementation (adherence) of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation.

Whenever an employee has a question concerning Candela's commitment regarding compliance affecting this policy, or if an employee believes they have been mistreated, the employee should immediately contact an HR representative. The employee may also pursue the matter through Candela's open-door problem-solving procedure.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing

regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

As Chief Executive Officer, I support our company's affirmative action program. I have delegated responsibility for implementing our affirmative action program to Lisa Soderquist, Chief Human Resources Officer.

The Company's employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact Lisa Soderquist at Lisa.Soderquist@candelamedical.com, during normal business hours to review the affirmative action plan.



Geoff Crouse, Chief Executive Officer

5/3/2021
Date signed