

Global Human Rights Policy

Commitment and Purpose

Schrödinger, Inc. (“Schrödinger”) and its subsidiaries globally (collectively, the “Company” or “We”/“we”) are committed to respecting and promoting human rights and freedoms across all facets of our operations and interactions. Our Human Rights Policy (“Policy”) aligns with, complements, and expands upon Schrödinger’s [Global Code of Business Conduct and Ethics](#), our [Core Principles](#), [Global Supplier Code of Conduct](#), [Global Equal Opportunity Employment Policy](#), [Anti-Slavery Statement](#), [Occupational Health and Safety Policy](#), and other related Company policies. Our approach to human rights is guided by the United Nations (UN) Universal Declaration of Human Rights, UN Guiding Principles (UNGPs) on Business and Human Rights, and International Labour Organization (ILO) Standards.

Schrödinger Global Human Rights Policy has been endorsed and approved by the Company’s President and CEO.

We recognize that human rights are universal and inalienable and are dedicated to ensuring that our business practices uphold these rights. The Policy covers a wide range of issues, including but not limited to the following:

- **Labor Rights:** Ensuring safe working conditions, a fair living wage, and the right to organize and bargain collectively.
- **Nondiscrimination/Equal Opportunity:** Making employment decisions without regard to an individual’s actual or perceived race, sex, gender, gender identity or expression (including transgender status), sexual orientation, color, religion, creed, age, national origin, physical or mental disability, medical condition, pregnancy or related condition, genetic information, ancestry, marital status, familial status, military and veteran status, status as a victim of domestic violence, sex offenses or stalking, history of substance abuse, arrest or pre-employment conviction records, or any other category protected by applicable federal, state, or local law.
- **Diversity, Equity, and Inclusion (DEI):** Maintaining a workplace that ensures our employees feel safe, heard, comfortable, and valued, and working to advance DEI with our partners, collaborators, and communities. By embracing DEI, we foster creativity, novel ways of thinking, better problem-solving, and broader perspectives.
- **Privacy Rights:** Protecting the personal data and privacy of our employees, clients, patients, and partners, especially in the context of artificial intelligence and data use and collection.
- **Clinical Trials:** Protecting human rights in clinical trials by adhering to our [Policy on Clinical Trial Transparency and Subject Protection](#), as well as widely accepted international standards, and ensuring patient centricity and diversity.
- **Artificial Intelligence:** Aligning with UN guidance that human rights must be respected, protected, and promoted throughout the life cycle of artificial intelligence systems. We work to ensure that our computational platform is free of bias and off limits to bad actors seeking to leverage it for nefarious purposes.

- **Health and Safety:** Committing to fostering a safe and healthy work environment for all employees, contractors, and visitors across our global operations.
- **Anti-corruption:** Adhering to our Global Anti-Corruption Policy and prohibiting bribery, kickbacks, and corruption, and upholding integrity in all business dealings.
- **Involuntary Labor:** Forbidding the use of forced, compulsory, or involuntary labor, whether bonded, indentured, or imprisoned. Requiring suppliers to refrain from engaging in slavery or trafficking of any person.
- **Child Labor:** Prohibiting the use of child labor and requiring compliance with applicable international conventions restricting child labor.
- **Environment:** Recognizing that a clean, healthy, and sustainable environment is a human right, and taking measures to reduce our own operational environmental footprint and encouraging our suppliers to do the same.
- **Laws:** Complying with local laws governing human rights and implementing mandatory adjustments, if and when required.

Scope and Applicability

This Policy applies to all Schrödinger employees, suppliers, and other business partners engaged in our operations globally. We expect all parties involved in our business to understand and adhere to the principles outlined in this Policy.

- **Employee Responsibilities:** All employees are expected to uphold the spirit and provisions of this Policy in their daily actions and decisions. This includes being aware of potential human rights impacts related to their work and proactively reporting and/or addressing any issues that may arise.
- **Supplier and Partner Responsibilities:** We seek to have our suppliers and business partners acknowledge and comply with this Policy and [Schrödinger's Supplier Code of Conduct](#), which incorporates human rights principles consistent with this Policy. We will engage with partners who share our commitment to human rights and prioritize relationships that demonstrate adherence to these standards. Suppliers must implement reasonable measures to prevent and remediate human rights violations in their operations. Penalties for severe or repeated non-compliance may include sanctions up to and including termination of contract with Suppliers.

Policy Distribution and Training

We will implement the following measures to ensure that the Schrödinger Human Rights Policy is effectively integrated into our corporate culture:

- **Communication:** This Policy will be shared with all employees through multiple channels, including but not limited to various internal communications and orientation programs for new employees.
- **Training:** Schrödinger has implemented mandatory employee training on maintaining a respectful and harassment-free workplace, anti-bribery/anti-corruption, and other topics adjacent to human rights, and will continue to introduce related training as applicable.

- **Acknowledgment:** Employees must acknowledge that they have read, understood, and agreed to comply with this Policy. The acknowledgment will be recorded and maintained by the Company.

Continuous Improvement

We recognize that Schrödinger’s approach to upholding human rights must evolve as our business grows, and as the drug and materials discovery industries change. As such, we will regularly review and update the Schrödinger Human Rights Policy and related training programs to ensure they remain effective and aligned with best practices and international standards.

Best Practices

We will implement the following best practices to enhance our human rights efforts.

- **Regular Assessments:** Conducting periodic assessments to identify potential human rights risks and impacts associated with our operations and supply chains.
- **Stakeholder Engagement:** Engaging with stakeholders, including employees, suppliers, and community members, to gather insights and feedback on our human rights practices.
- **Transparency:** Transparently reporting on our human rights efforts and progress, including challenges faced and how we have addressed them.

Identification, Documentation, and Reporting

At Schrödinger, we stress the importance of creating a safe environment for reporting any human rights infringements or violations. If an individual becomes aware of a violation (or suspected violation) of this Policy or any relevant human rights law or regulation, whether by the Company’s employees, officers, directors, or any third party doing business on behalf of the Company, it is the obligation and responsibility of such individual to promptly report the matter using the channels set forth under the heading “Communication Channels: Reporting Suspected Violations” in Section X of [Schrödinger’s Global Code of Business Conduct and Ethics](#). While it is the Company’s desire to address matters internally, nothing in this Policy prohibits an individual from reporting any illegal activity, including any violation of federal, state or foreign law, rule, or regulation, to the appropriate regulatory authority.

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