

# RISING ABOVE

## Responding to Disaster, Improving Sustainability

2017 RESPONSIBILITY AND SUSTAINABILITY REPORT



 **HENRY SCHEIN**<sup>®</sup>  
SOLUTIONS FOR HEALTH CARE PROFESSIONALS

 **Rely on Us**<sup>™</sup>

More than **\$13** million in cash and in-kind donations provided in 2017 through Henry Schein Cares and the Henry Schein Cares Foundation, Inc.

More than **400** organizations worldwide received support from Henry Schein

Henry Schein connecting more than **3,000** supplier partners to 1 million health care providers and 1 billion patients around the world

Fortune's® World's Most Admired Companies 2017 **16<sup>th</sup>** consecutive year

Ethisphere® Institute World's Most Ethical Companies 2017 **6<sup>th</sup>** consecutive year

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### 2017 Charitable Contribution Recipients

For a complete list of organizations that received in-kind support through Henry Schein Cares, please visit [www.henryschein.com/CSR-Recipients](http://www.henryschein.com/CSR-Recipients).

For a complete list of organizations that received financial support from the Henry Schein Cares Foundation, please visit [www.hscaresfoundation.org/grants.asp](http://www.hscaresfoundation.org/grants.asp).

A complete list of organizations that received in-kind support from the Henry Schein Cares Foundation can be found at [www.hscaresfoundation.org/inkind.asp](http://www.hscaresfoundation.org/inkind.asp).



## MESSAGE FROM THE CHAIRMAN OF THE BOARD AND CHIEF EXECUTIVE OFFICER

Since our founding 86 years ago, Henry Schein has been dedicated to working in partnership with all of our stakeholders to “help health happen.”

Our products and logistics expertise enable dental, animal health, and medical practitioners to improve the health and well-being of their patients. We also have a long history of working with these important stakeholders, along with myriad public and private-sector partners, to collectively address some of the world’s most pressing health issues. This work includes our role as the private-sector lead of the Pandemic Supply Chain Network, an effort among private companies and international organizations to improve responsiveness to outbreaks of infectious disease.

We have shared in previous reports the breadth of the work that we are engaged in and, in last year’s report, moved toward better measuring the impact of our efforts in our four key areas of focus: enhancing access to care, environmental sustainability, Team Schein engagement, and governance and accountability.

This year, we explore more deeply one of these pillars—enhancing access to care—to share the meaningful



Stanley M. Bergman (right) with fellow Team Schein Members

work we did in 2017, in concert with our Team Schein Members, customers, and supplier partners, to provide critical relief to the many communities impacted by natural disasters last year.

As pleased as we are with this work, we wish it hadn’t been necessary. Unfortunately, climate science tells us that events like the hurricanes that devastated parts of the Caribbean and the U.S. and the wildfires that ravaged northern California in 2017 are likely to become even more common over the coming years and decades as our planet continues to warm, causing weather patterns to shift and storms to intensify.

As part of our commitment to good corporate citizenship, we

are continuing our journey toward more formalized reporting of our social responsibility and sustainability activities. In 2017, we began participation in CDP, a global disclosure system enabling companies to measure and manage their environmental impacts. This serves as a critical first step toward more comprehensive disclosure of our carbon footprint, with more detailed reporting to come in future years.

Operating ethically and with concern for our impact on the environment is essential both to the long-term growth and sustainability of our business and the long-term health and well-being of all those who share our planet. Although we will continue to respond to the needs of those affected by disaster, we look forward to working with our partners and stakeholders across sectors to secure a long-term future that is brighter for all.

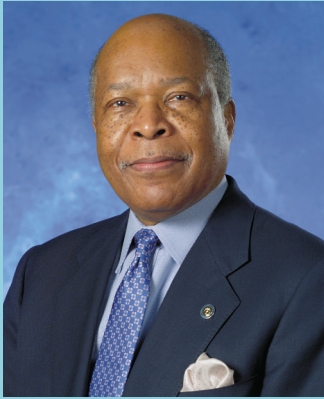
Of course, our ability to respond to societal needs reflects the remarkable engagement of our Team Schein Members, who are the force behind the good work detailed in this report. We will continue to invest in Team Schein to ensure that we benefit from a diverse workforce that reflects the very best of the global society that we serve.

A handwritten signature in black ink that reads "Stanley M. Bergman".

Stanley M. Bergman

Chairman of the Board and Chief Executive Officer of Henry Schein, Inc.

## A MESSAGE FROM THE CO-CHAIR OF THE HENRY SCHEIN CARES FOUNDATION, INC.



**“Giving is good and necessary in our society, but giving sustainably is a greater contribution.”**

*~Dr. Louis Sullivan*

Philanthropy is a major value in the culture of America— involving individuals, associations, foundations, corporations, and other entities. Giving is good and necessary in our society, but giving sustainably is a greater contribution.

We understood the importance of that concept two years ago, when Henry Schein, Inc. and the Henry Schein Cares Foundation created an award to recognize excellence in programs that expand access to health care for the underserved. To be selected for a Henry Schein Cares Medal, organizations must demonstrate that their good works can be sustained over a prolonged period. It is not enough to give just once.

The organizations we celebrate in these pages have given sustainably. Leveraging what are often meager resources, the 2017 Henry Schein Cares Gold Medalists have given to society year after year. The 2017 winners are Community Dental Care of Maplewood, MN (category: oral health), Guiding Eyes for the Blind of Yorktown Heights, NY (category: animal health), and Volunteers in Medicine Berkshires of Great Barrington, MA (category: medical care). We salute all of them. We thank them.

While we applaud the work of these medalists, we recognize, of course, that sustainability takes many forms.

For example, Henry Schein is dedicated to expanding its Global Student Outreach Programs, in which we partner with leading dental schools to provide oral health care in the United States and abroad for those who otherwise would go without it. The magic of these programs is that they do more than

provide care; they build the capacity of the local oral health workforce through education, equipment, and supplies.

The importance of building and sustaining capacity was reinforced in 2017 by a series of natural disasters that devastated several Caribbean Islands and regions in the United States. The hurricanes, floods, and wildfires put into stark relief the need to anticipate demand for services of all kinds, so that more lives are saved, and care is available when disaster strikes.

At Henry Schein, our Global Product Donation Program delivers supplies on a regular basis to non-governmental organizations (NGOs) that respond to crises of the kind we experienced in 2017. By providing goods all year long, Henry Schein enables these NGOs to ship life-saving supplies through their network at the very moment they are needed. This is sustainability at its best—anticipating a future need, preparing for the request, and acting when events occur.

Those who dedicate their lives to the important work of preparing and caring for the needs of others are the unsung heroes of society. We at the Henry Schein Cares Foundation are pleased to honor them, and to sing their praises.

A handwritten signature in black ink that reads "Louis W. Sullivan, MD." The signature is written in a cursive, flowing style.

Louis W. Sullivan, MD

*Co-Chair, Henry Schein Cares Foundation, Inc.*





## 2017 HENRY SCHEIN CARES MEDAL WINNERS

### ORAL HEALTH

**Community Dental Care**, *Maplewood, Minnesota* (gold medalist) - Recognized for its dedication to ensuring equal access to quality dental care and preventive education for all through clinical services, preventive education programs, training of professionals, and advocacy. The silver medalist is **Interfaith Dental Clinic** of Nashville, of Nashville, Tennessee; and the bronze medalist is **Gaston Family Health Services**, of Gastonia, North Carolina.



### ANIMAL HEALTH

**Guiding Eyes for the Blind**, *Yorktown Heights, New York* (gold medalist) - Recognized for its work in providing exceptional guide dogs to people with vision loss to ensure greater independence. The silver medalist is **First Coast No More Homeless Pets Inc.**, of Jacksonville, Florida; and the bronze medalist is **Animal Care Centers of NYC**, of New York, New York.



### MEDICAL

**Volunteers in Medicine Berkshires**, *Great Barrington, Massachusetts* (gold medalist) - Recognized for providing access to free, quality health care to income-qualified, uninsured, and under-insured residents of the Berkshire region. The silver medalist is **North Country Mission of Hope**, of Plattsburgh, New York; and the bronze medalist is **St. Vincent De Paul Community Pharmacy** of Cincinnati, of Cincinnati, Ohio.





## 2017: RESPONDING WHEN DISASTER STRIKES

Emergency preparedness and disaster relief is a critical component of Henry Schein's commitment to enhancing access to care. Tragically, 2017's devastating natural disasters affected many of our customers, supplier partners, Team Schein Members (TSMs), and the larger communities in which we live and work. Team Schein joined forces with our supplier partners as well as community and trade organizations to respond so our customers, TSMs, and communities could get back on their feet as quickly as possible.



### Hurricane Harvey

A. Working with Montgomery County animal shelter to prepare prior to the hurricane.

B. TSMs helping a local Houston family demo their flood-damaged home.

C. Matching donations made to 501(c)(3) organizations, such as the Texas Veterinary Medical Association, so they could give grants to veterinarians whose practices were harmed or destroyed.

D. Building on relationships with supplier partners and taking the initiative to get product where it needs to go.



# 2017



## Hurricane Maria

- E. Working with Colegio de Cirujanos Dentistas de Puerto Rico, the local dental association on Puerto Rico, to put together personal care kits for people living in shelters.
- F. With communications down, visiting customers' offices in person to advise on what equipment can be salvaged and to take and deliver orders.

## California Wildfires

- G. Kealy McInturff, an Equine Territory Manager with Henry Schein Animal Health, is "helping health happen" as she delivers a carload of donated veterinary supplies to the Del Mar Thoroughbred Club racetrack in California in the aftermath of the Lilac Fire that erupted in San Diego County in December 2017.

*"I've been a member of the Henry Schein team going on almost 14 years, and I've never been more proud of, and humbled by, a company I've worked for than when I saw my colleagues helping my family during this time of crisis. Our corporate leaders talk a lot about how important our company values are. Well, actions speak louder than words, and I can honestly say Henry Schein delivers on what we preach. It is with great honor I call myself a Team Schein Member and say thank you to the many who have donated their time and dedicated their prayers to me and, more importantly, my family. In my book, we are not Team Schein Members but Team Schein family."*

*~Joshua Toppass  
Team Schein Member  
Houston*

“As the heavy rain turned to flood, ten inches of water invaded our building. My family, the families of my staff, and the thousands of patients whom we treat saw their ‘dental home’ put back together by the efforts of the Henry Schein team. I am truly indebted for the attention shown to my practice.”

~Dr. Chris Riedel  
Horizon Dental  
Orange, Texas

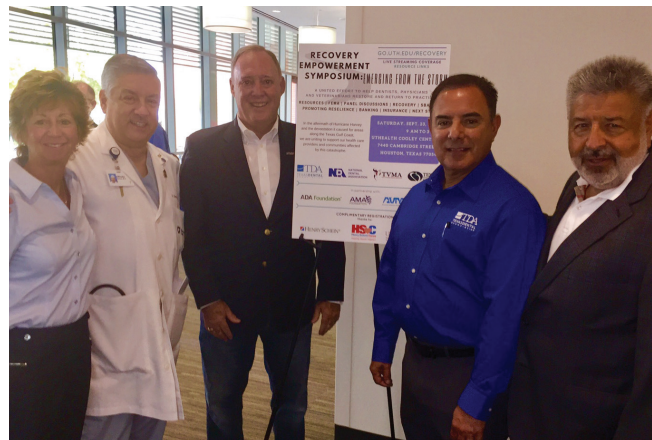
## PARTNERSHIP IS THE KEY TO RECOVERY AND STRENGTH

Henry Schein is a company built on partnerships—with our customers, supplier partners, TSMs, shareholders, the public and private sectors, and the larger community. These partnerships are particularly critical in the face of disaster and other global health care challenges. To these innovative partnerships, we contribute our core competencies—our extensive health product offerings, our relationships with suppliers and customers, and our logistical and communications capabilities—to help health happen. In 2017, Henry Schein had the privilege of partnering with outstanding organizations, customers, suppliers, and our remarkable TSMs to help those most affected by disaster recover and thrive.

### Recovery Empowerment Symposium: Partnering with the public and private sector to help our customers recover from disaster

In response to the devastation caused by Hurricane Harvey, Henry Schein joined the Texas Dental Association, the Texas Medical Association, the Texas Veterinary Medical Association, and The University of Texas Health Science Center at Houston School of Dentistry in hosting an expert-led symposium to help health care professionals

restore and re-open their practices.



“We asked our customers, ‘What is it going to take to get you back on your feet?’,” said Randall McLemore, General Manager, Southern Zone, Henry Schein Dental. “And they said, ‘information.’ So we decided to partner with

state and national associations, federal agencies, banks, insurance carriers, and suppliers to put together an event that would help our customers get the answers they needed to achieve their goals.”

Those attending the free event, held in Houston on September 23, were able to meet one-on-one with leading experts from the insurance, legal, and claims management industries, as well as dental, medical, and animal health professional associations, to find out how to access help from local and federal agencies, how to work with insurance carriers, banks, and suppliers, and how to promote resilience among staff and patients.





## Partnering to get product to veterinarians affected by Hurricane Harvey

Getting product where it was most needed was a huge challenge in the days and weeks following Hurricane Harvey's landfall in Texas. Doing so required partnering across Henry Schein Animal Health's (HSAH) functions and with suppliers, veterinary associations, and transportation partners. It also required our TSMs to give a little bit more.

"In the days following the storm, my team contacted state veterinary associations to find out what product they needed and where," said Davey Stone, Vice President, Special Markets and Sales Services, HSAH. "Working across functions, we were able to move product where it was most needed, coordinate the licensing and distribution of product donated by our supplier partners, help our customers access their purchase histories so they could fill out insurance claims, and offer new credit and extended terms to customers put temporarily out of business. We also worked with animal shelters, which saw a huge influx of evacuated, abandoned, or lost animals, to help them identify animals and make sure they received the medical care they needed."

## Partner Profile: Americares works in the wake of disaster

Americares, a global health and disaster response organization, has been partnering with Henry Schein for over 40 years, bringing critical aid to communities around the globe. Following back-to-back hurricanes in 2017, Americares deployed emergency response experts to Texas, Florida, the Caribbean, the U.S. Virgin Islands, and Puerto Rico. At the same time, Henry Schein spearheaded multiple disaster relief funds, committing more than \$600,000 in financial contributions and health care supplies, a portion of which went to Americares to support its efforts on the ground.

In advance of Hurricane Harvey, which brought record rainfall to Texas and Louisiana, Americares deployed staff to the area to begin conversations with partners about how to help. "Because of that advance planning, Americares was able to provide \$2 million of medicines and medical supplies to our clinic partners on the front lines in the first two weeks following the storm, making sure that survivors with acute injuries and chronic conditions could get the care they needed," said Kate Dischino, Director of Emergency Response, Americares.

Americares is still at work on the islands hardest hit by Hurricane Maria, repairing and strengthening the supply and inventory management chain and repairing damaged clinics on Dominica and delivering supplies and providing much-needed medical aid to communities in Puerto Rico still struggling to re-establish basic services. "A focus on preparedness helped us provide a more effective emergency response in the face of all of these disasters," said Dischino. "We are now working with clinics and health partners to understand how we can better prepare them in the face of future disasters."



## **PARTNERSHIP IS THE KEY TO RECOVERY AND STRENGTH**

### **Helping customers and TSMs in Puerto Rico recover**

“When the watch for Maria was announced, we got the office ready and made sure our equipment and documents were protected,” said Gilmartin Pares, Regional Sales Manager, Puerto Rico, Henry Schein. “We also made the wise decision to close the office 24 hours in advance of the storm to allow our TSMs to make preparations in their homes.”

Fortunately, none of the team members or their family members were hurt, but the damage suffered by all was devastating nonetheless. “One team member lost the roof of her house,” said Pares. “Others suffered water damage. We were very fortunate to have support from TSMs in other locations who made personal donations that enabled us to buy generators and provisions for our families.”

Yet despite the toll that Maria took on the team in Puerto Rico, they were still able to get out to help their customers and others in their community. “We donated product and worked with the local dental association to put together kits for the thousands of people living in shelters,” said Pares. “We also worked closely with our customers to help them get their practices open as soon as possible.”

Field sales representatives began visiting offices just to pick up orders because of limited or no access to the internet or phone service. Service technicians visited customers to provide guidance on what equipment could be salvaged.

“Three weeks after the storm we went to one of our community health centers in Arroyo, which was hit hard by the storm, and delivered 10 medical exam tables that they had previously ordered,” said Pares. “To our surprise, they had opened their brand new facility in order to provide emergency service. They were equally surprised and pleased to see us there with the equipment and willing to install it so they could continue to provide service to the community.”

## A Tale of Two Orders: Working with a customer to get product where it needs to go

Our distribution center in the Dallas suburb of Grapevine had a problem. Two hours after our order cut-off time, a DaVita facility in Houston called to say it was in dire need of materials to support its dialysis patients. Finding a carrier to move that order down to Houston given the devastation and the lack of drivers and trucks was a huge hurdle.

Then we got a call that same night from Sealy Emergency Room, located about 50 miles west of Houston, which had run out of vaccines and urgently needed to replenish its stock in order to care for first responders. Sealy ER had placed an order previously, but with road closures and infrastructure challenges, the order hadn't made it.

“We were determined to find a way to fulfill both orders to ensure that our customers were able to provide the care necessary to their patients,” said Arnie Roberts, Director, Southwestern Distribution Center, Henry Schein. “First, we found a carrier through our relationship with one of our suppliers – not easy to do since the demand for carriers was sky high and the supply was near nil. Then one of our team members suggested that if we put in a new order for Sealy ER that night and got it processed, we could transport that order along with the load going to DaVita in Houston. A field sales team member could then pick up the second order at DaVita’s office and take it the rest of the way to Sealy ER himself.”

The team reached out to DaVita, which was more than happy to help by temporarily storing the supplies for Sealy ER and made it possible for us to better serve the community during this disaster.

“If not for the determination of our people and the relationships all our team members have throughout the network and with our partners, we would never have gotten those two orders out of the Grapevine Distribution Center,” said Roberts, “and to the people whose health depended on it.”



Team Schein Member Matt Hurst and Beth Wood of DaVita









## PILLAR 1: ENHANCING ACCESS TO CARE

Henry Schein promotes wellness, prevention, treatment, and education by leveraging our expertise and the global scope of our operations to:

- Donate critical health care supplies to nonprofit organizations
- Develop innovative public-private partnership programs to provide care for those in need
- Support global health missions of dental, animal health, and medical practitioners

Henry Schein builds capacity in community health centers, clinics, and academic institutions by:

- Donating and installing the latest digital technology and equipment to upgrade health care facilities in underserved areas
- Supporting clinical programs and global outreach efforts that give students hands-on training, enrich their professional experience, and encourage a culture of social responsibility among the health professionals of tomorrow
- Sponsoring organizations, including the American Dental Association's Diversity in Leadership Institute, the Hispanic Dental Association, the Indian Health Service, the National Dental Association, and many other outreach programs within the U.S. and other countries, that build health care capacity within diverse communities

Provided nearly **\$300,000** in oral health care products and equipment in support of **20** dental outreach missions by dental students and faculty to underserved communities in **13** countries through the Global Student Outreach Program

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Spearheaded a fundraising effort for the American Association of Equine Practitioners Foundation that raised **\$10,000** to support the education of the next generation of equine veterinary practitioners

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Donated more than **\$18,000** in dental supplies and equipment to the Growing Smiles Foundation in support of its annual mission to provide comprehensive oral health treatment to underserved children living in Peru

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Committed **\$100,000** in health care products and cash over the next five years to the Foundation for Endodontics in support of the organization's outreach trips to treat the endodontic needs of people living in the underserved Jamaican community of Treasure Beach and surrounding areas

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## PILLAR 1: ENHANCING ACCESS TO CARE

More than **\$26,000** in oral health care supplies and products donated to support IsraAID's dental outreach trip to the Kakuma Refugee Camp in Kenya, one of the world's largest refugee camps

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More than **\$80,000** in health supplies and equipment donated to the Children's Aid Society to support five health centers located in high-need communities throughout New York City

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With supplier partner Takara Belmont, donated more than **\$50,000** in dental equipment to Yemin Orde Youth Village, an Israel-based home, school, and safe haven to **440** at-risk and immigrant youth from around the world

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### **Alpha Omega—Henry Schein Cares Holocaust Survivors Oral Health Program**

Among the 100,000 Holocaust survivors in the U.S. today, a third live in poverty, making it all but impossible to access the care they so desperately need. Survivors often have special oral health needs as many experienced prolonged nutritional deprivation and received little or no dental care throughout their childhoods, compromising lifelong oral health. Henry Schein and its many partners, including Alpha Omega International Dental Fraternity and 450 of its member dentists, along with several dental laboratories, social services agencies, and dental schools, are making it possible for these survivors to access the oral care they need free of charge. Over the program's first two and a half years, necessary, comprehensive free dental care valued at more than \$1.3 million has been provided to more than 700 economically vulnerable Holocaust survivors across North America.

### **Henry Schein Cares—Canine Companions Puppy Raisers Care Packages**

Since 2015, Henry Schein Animal Health and Canine Companions for Independence, Inc., the first and largest assistance dog organization in the United States helping people with physical disabilities, have teamed up to support the volunteers who raise Canine Companion puppies and the veterinarians who provide care. In 2017, the puppies' veterinary caregivers delivered the program's 1,000th care package. Since its inception, these care packages have provided more than \$300,000 worth of products to puppy raisers raising the next generation of service dogs.

### **ADA Foundation's Give Kids A Smile Program**

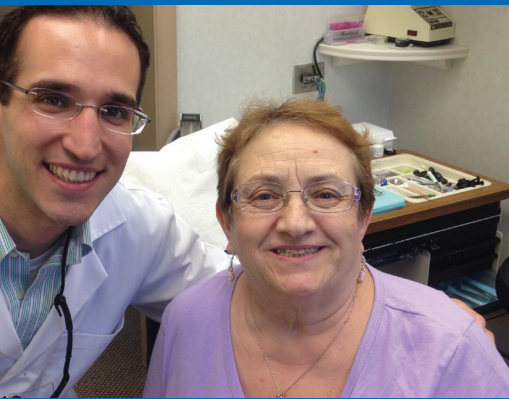
Every year, thousands of oral health professionals across the country volunteer their time and talent at local events to provide a range of free dental services and education to children in need as part of the ADA Foundation's Give Kids A Smile program. According to the U.S. Centers for Disease Control and Prevention, dental caries, or cavities, is the most prevalent infectious disease in children in the U.S., affecting more than 40 percent of infants and preschoolers by the time they reach kindergarten and about half of all children from lower-income families. Henry Schein has served as the program's professional products sponsor since its inception in 2003. In 2017, Henry Schein and its supplier partners donated more than \$1 million in oral health care products to provide free oral health services to more than 285,000 children at 1,300 locations.

### **Healthy Lifestyles, Healthy Communities (HLHC)**

Henry Schein and its supplier partners provided more than \$140,000 in grants and in-kind support to 14 free community health fairs serving more than 9,000 children and adult caregivers in underserved communities across the U.S. At each event, local physicians, nurses, dentists, and community volunteers provided free medical and oral health screenings to participants. Since its inception 11 years ago, HLHC has supported more than 100 community health events.







More than **\$18,000** raised to support European-based organizations and initiatives engaged in the fight against cancer through the sale of “pink” products via the company’s Practice Pink program, as well as through local fundraising efforts by TSMs in Austria, Belgium, Czech Republic, France, Germany, Ireland, Italy, the Netherlands, Portugal, Spain, and the UK

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**4,000** Henry Schein Cares welcome kits containing personal care items donated to the American Cancer Society’s Hope Lodge®

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More than **\$10.7 million** in health care products to more than **100** U.S.-based medical, dental, and animal health humanitarian organizations through the Henry Schein Cares Global Product Donation Program

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Henry Schein is a founding member of the Arnold P. Gold Foundation’s Gold Corporate Council, formed in 2017, to help further the foundation’s mission of supporting and elevating the human connection in health care

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Nearly **\$44,000** in health care products donated to Miracle Corners of the World in support of its dental outreach efforts in Tanzania, including its work to support training for the provision of preventive oral health services in communities throughout the country

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## PILLAR 2: ENVIRONMENTAL SUSTAINABILITY

We believe that an important part of “helping health happen” is protecting the health of our environment. Climate change and other environmental stressors contribute to the type of disasters we experienced in 2017 and undermine health in a variety of ways. In recognition of these challenges, we embrace environmental stewardship and continually seek ways to reduce energy use, minimize waste, and offer our customers environmentally preferred products.

### Combating climate change

Henry Schein is pleased to have become a member of CDP, a global disclosure system enabling companies to measure and report on their environmental impacts. Henry Schein began the reporting process in 2017 and will be building on that reporting in 2018.

### Managing our energy and water consumption

- LEED® Silver Certification for the two buildings that comprise our world headquarters in Melville, New York
- Ongoing initiative to install energy-efficient lighting fixtures, and automatic faucets at our distribution centers, and Henry Schein Dental Sales and Service Centers

### Supporting the use of recycled material

Our distribution centers:

- Use shipping cartons made from recycled material
- Purchase eco-friendly and recycled supplies including copy paper, printer cartridges, packing dunnage, corrugated material, and cleaning products
- Recycle everything from plastic bottles to pallets

### Supporting the environmental sustainability efforts of our customers

- Encourage the “greening” of health professionals’ offices
- Create office spaces that meet world-recognized sustainability and green design standards
- Offer environmentally preferred products to support the reduction of our customers’ total carbon footprint

- Reduced electric demand in U.S. distribution centers by 3.6 million (12.2%) kilowatt hours over base year 2008

- 285,000 total LEED-certified square footage

- Henry Schein tracks the carbon footprint of the transportation fleet used by our service technicians. Since 2008, emissions-per-vehicle for our fleet has decreased by 11.8%

- \$30,000 from sales of “green” products donated to environmentally focused initiatives in 2017

- More than 10,600 tons of waste material recycled by our North American distribution centers in 2017

- Recycling has reduced carbon emissions in 2017 by 6,300 metric tons, equivalent to removing more than 4,500 cars from our roadways





HENRY SCHEIN







## PILLAR 3: TEAM SCHEIN ENGAGEMENT

Team Schein Members (TSMs) are the linchpin of our success. We offer our team rich opportunities for professional growth and foster an environment of open communication, collaboration, support, and mutual respect. This ensures that our team is best positioned to create value for our customers, our investors, and the wider society.

### Developing talent

Henry Schein strives to create an environment in which TSMs can realize their full potential by:

- Supporting the professional and academic development of our TSMs through formal and informal learning opportunities
- Launched our first Employee Resource Group (ERG) with the Women’s Leadership Network to provide a forum that empowers, develops, and connects a network of women to drive business success

### Embracing and encouraging diversity and inclusion in our workplace and beyond

- Earned a perfect score for the second consecutive year on the 2017 Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality administered by the Human Rights Campaign Foundation

- Signatory to the Paradigm for Parity, a coalition of business leaders dedicated to addressing the corporate leadership gender gap and achieving full gender parity by 2030



### Team Schein wellness

Henry Schein supports the health and well-being of our TSMs through numerous initiatives, including:

- A “Know Your Numbers” campaign, which encourages TSMs to know their blood pressure, cholesterol level, and body mass index
- Voluntary biometric screenings
- Counseling services to help TSMs through emotional hardships

### Team Schein engagement in social responsibility

TSMs around the world volunteer thousands of hours annually to flagship corporate volunteer and community service programs:

- Team Schein Members donated new clothes and backpacks filled with supplies to more than 5,000 children at 30 locations through Henry Schein’s Back to School program
- Team Schein Members donated toys, clothing, games, and other gifts to more than 1,000 children and their families at Henry Schein’s annual Holiday Cheer for Children events at 20 locations around the world



## PILLAR 3: TEAM SCHEIN ENGAGEMENT



Henry Schein had more than **22,000** TSMs in 2017



In 2017, TSMs completed more than **308,000** training hours



More than **2,300** TSMs participated in leadership development training in 2017

More than **9,500** TSMs participated in wellness programs in 2017 for Company-supported initiatives

**41** locations offered wellness programs in 2017

Almost **12,000** volunteer hours donated by TSMs in 2017 for Company-supported initiatives

Nearly **5,000** TSMs participated in community service programs in 2017







## PILLAR 4: GOVERNANCE AND ACCOUNTABILITY

Henry Schein’s commitment to ethical corporate governance, social responsibility, and sustainability starts at the top and permeates every level of the organization. Our commitment to “doing well by doing good” has been recognized by many industry groups and leading organizations that monitor corporate social behavior.

### Worldwide Business Standards

Articulate the values and responsibilities that apply to every Team Schein Member across Henry Schein’s domestic and global business units, departments, and subsidiaries to:

- Market and provide high-quality health care products and services to our customers
- Maintain high standards for transparency, accuracy, and completeness in the documentation and reporting of our financial information

### Board of Directors’ Leadership Structure

- We believe effective corporate governance requires a strong, independent Board of Directors:
- Two-thirds of the members of our Board of Directors are independent directors
- Our Board of Directors’ committees are each comprised solely of independent directors and each has a separate chairperson
- Our independent directors hold regular meetings in executive session
- We believe that a single leader serving as Chairman and Chief Executive Officer, together with an experienced Lead Director, is the best governance model for our Company and our stockholders

### Higher Ambition Leadership

- 22 of our senior leaders have participated in the Center’s Higher Ambition Leadership Institute to develop their capabilities as leaders with higher ambitions for themselves and their institutions
- 25 of our directors, senior directors, and executive directors have attended a two-day education session at the Conant Leadership Boot Camp to support their development as higher ambition leaders
- In 2017, Leaders from the Center for Higher Ambition Leadership’s member companies came together for a two-day Learning Visit with Henry Schein to learn more about our multi-stakeholder model and how we hold ourselves accountable to our five core constituencies—Team Schein Members, customers, supplier partners, investors, and society as a whole

### Global Supplier Code of Conduct

Suppliers and vendors who do business with Henry Schein worldwide are expected to comply with our global expectations in the areas of:

- Business integrity
- Labor practices
- Employee health and safety
- Environmental management

### Supplier Social Accountability

Adopted elements of Social Accountability International’s SA8000 standard into our Quality Systems Audit program for evaluating Asia-based private-label supplier partners in areas such as:

- Health and safety
- Working hours and wages
- Child labor
- Forced labor

### Cybersecurity

To protect information critical to our customers, their patients, and our supplier partners, Henry Schein:

- Leverages a layered security framework
- Takes commercially reasonable precautions to keep the information that we have been entrusted with secure against unauthorized access and use
- Continuously reviews our security measures

*Read more about Henry Schein’s governance policies on the corporate governance page of our website at: [www.henryschein.com/corporategovernance](http://www.henryschein.com/corporategovernance)*



## About Henry Schein, Inc.

Henry Schein, Inc. (Nasdaq: HSIC) is a solutions company for health care professionals powered by a network of people and technology. With more than 22,000 Team Schein Members serving more than 1 million customers globally, the Company is the world's largest provider of Business, Clinical, and Technology solutions to enhance the efficiency of office-based dental, animal health, and medical practitioners. The Company also serves dental laboratories, government and institutional health care clinics, and other alternate care sites.

A Fortune 500<sup>®</sup> Company and a member of the S&P 500<sup>®</sup> and the Nasdaq 100<sup>®</sup> indexes, Henry Schein's network of trusted advisors provides health care professionals with the valued solutions they need to improve operational success and clinical outcomes. The Company offers customers exclusive, innovative products and solutions, including practice management software, e-commerce solutions, specialty and surgical products, as well as a broad range of financial services. Henry Schein operates through a centralized and automated distribution network, with a selection of more than 120,000 branded products and Henry Schein private-brand products in stock, as well as more than 180,000 additional products available as special-order items.

Headquartered in Melville, N.Y., Henry Schein has operations or affiliates in 34 countries. The company's sales reached a record \$12.5 billion in 2017, and have grown at a compound annual rate of approximately 15 percent since Henry Schein became a public company in 1995. For more information, visit Henry Schein at [www.henryschein.com](http://www.henryschein.com), [Facebook.com/HenrySchein](https://www.facebook.com/HenrySchein), and [@HenrySchein](https://twitter.com/HenrySchein) on Twitter.

## About Henry Schein Cares

Henry Schein Cares, the Company's global corporate social responsibility program, stands on four pillars: engaging Team Schein Members to reach their potential, ensuring accountability by extending ethical business practices to all levels within Henry Schein, promoting environmental sustainability, and expanding access to health care for underserved and at-risk communities around the world. Health care activities supported by Henry Schein Cares focus on three main areas: advancing wellness, building capacity in the delivery of health care services, and assisting in emergency preparedness and relief.

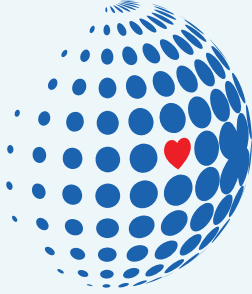
Firmly rooted in a deep commitment to social responsibility and the concept of enlightened self-interest championed by Benjamin Franklin, Henry Schein Cares pursues a vision of "doing well by doing good." Through the work of Henry Schein Cares to enhance access to care for those in need, the Company believes that it is furthering its long-term success. "Helping Health Happen" blog is a platform for health care professionals to share their volunteer experiences delivering assistance to those in need globally. To read more about how Henry Schein Cares is making a difference, please visit our blog: [www.helpinghealthhappen.org](http://www.helpinghealthhappen.org).

## About the Henry Schein Cares Foundation

Established in 2008, the Henry Schein Cares Foundation, Inc., a 501(c)(3) organization, carries out its mission through financial and health care product donations that support health care professionals and community-based programs focused on prevention, wellness, treatment and education; disaster preparedness and relief; and capacity building of health institutions that provide training and care. To learn more about the Henry Schein Cares Foundation, please visit: [www.hscarefoundation.org](http://www.hscarefoundation.org).







## THANK YOU TO OUR SUPPLIERS

Our suppliers are integral to our business and to our efforts to enhance access to care and help health happen. We would like to extend our sincere thanks to the many suppliers who have partnered with us to make our Henry Schein Cares programs such a success.

Henry Schein, Inc.  
135 Duryea Road  
Melville, New York 11747  
U.S.A.

(631) 843-5500

[www.henryschein.com](http://www.henryschein.com)

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SOLUTIONS FOR HEALTH CARE PROFESSIONALS

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