

Environment Health and Safety Policy

Scope

This policy applies to Intuitive Surgical's global operations, which include manufacturing, offices, and our field employees worldwide.

Environment Health and Safety (EHS)

Intuitive Surgical is a leading company in the field of robotic-assisted, minimally invasive surgery. Intuitive Surgical develops, manufactures, and markets the da Vinci Surgical System. Intuitive Surgical's mission is to extend the benefits of minimally invasive surgery to those patients who can and should benefit from it.

Consistent with its philosophy, Intuitive Surgical wants to achieve sustainable growth while continuously improving its environmental, health and safety (EHS) practices in accordance with applicable laws. These practices will benefit the employees, shareholders, and customers of Intuitive Surgical as well as the communities in which it operates.

Responsibilities

Ultimate accountability for protecting the health and safety of Intuitive Surgical's employees and the protection of the environment as well as the communities in which Intuitive Surgical operates rests with the Executive Leadership Team, which receives corresponding training and special instructions.

All area and functional managers are responsible for EHS within their area of authority. They are required to:

- Actively take ownership of the EHS policy through leading the implementation of Intuitive Surgical's supporting EHS programs;
- Visibly demonstrate their commitment, for example, through performing management reviews, engagement of employees, site tours, and other means; and
- Understand the respective strengths of their programs, share these within the organization, and so support continual improvement.

Every employee is encouraged to participate actively in and accept individual responsibility for health, safety and environment matters in partnership with company leadership to ensure a safe working environment and to seek continuous improvement in our EHS performance. In instances where our activities may not go according to plan, every employee must immediately report information regarding any dangerous or non-compliant EHS situation.

EHS Policy

Intuitive Surgical will:

- Protect the health and safety of its employees and its business partners by aiming to eliminate work-related injuries and illnesses;
- Evaluate EHS risks and take appropriate mitigation measures;
- Integrate EHS aspects, promote awareness and adopt a responsible behavior in all business activities;
- Operate its business in an environmentally responsible manner to minimize environmental footprint (energy/water consumption, CO₂ emissions, and waste reduction);
- Commit to continuous improvement of EHS performance;
- Provide resources and training to implement this policy;
- Comply with applicable laws and regulations; and
- Communicate, interact, and cooperate with key stakeholders by sharing this EHS policy and EHS-programs linked to it, resolving issues, and improving performance.

Signature: _____



Date: December 8, 2020

Name: Gary Guthart

Title: Chief Executive Officer