

# Disability Accommodation: Policy No. 2-07

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**Policy** Boston Scientific is committed to complying fully with the Americans with Disabilities Act (ADA) and other applicable federal, state, and local laws. We are also committed to ensuring equal opportunity in employment for qualified persons with disabilities. We make our employment decisions based on the merits of the situation in accordance with defined criteria, not the disability of the individual. Further, the Company is committed to not discriminating against any qualified employee or applicant because the person is related to or associated with a person with a disability.

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**Reasonable Accommodation** Reasonable accommodation is available to an employee with a disability when the disability affects the performance of job functions. Boston Scientific will attempt to reasonably accommodate qualified individuals with a temporary or long-term disability so that they can perform the essential functions of the job, unless doing so would create an undue hardship for the operations of the Company.

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**Process** If you are currently disabled or become disabled during your employment and are in need of a reasonable accommodation, you should contact your HR Business Partner to assist you with evaluating reasonable accommodations that may enable you to perform the essential functions of your job. Employees who request an accommodation while on a leave of absence may be referred by Aetna to their HR Business Partner. Employee schedule changes requested as reasonable accommodation to a disability are considered separately from requests made under the Company's Workflex Program, which require approval by an employee's manager. (See the Workflex Program Policy, EIG 5-09)

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**Questions?** Employees should consult with their Human Resources Business Partner about any questions they may have. They should also *refer to* the following:

- Workflex Program Policy
- Leaves for Family and Medical Purposes Policy
- Equal Employment Policy Statement

*Boston Scientific reserves the right to modify, revoke, suspend, terminate, or change any and all such policies and procedures as the Company deems appropriate, with or without notice, at any time. The content of this Employee Information Guide neither creates substantive rights for employees nor changes the at-will employment status of employees. The content of this Employee Information Guide does not create any contracts or make any promises of any kind to employees about the terms and conditions of their employment. It should not be relied upon as doing so.*