



# Modern Slavery and Human Trafficking Statement

December 2024



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# Message from our Chairman and CEO



In 2024 ResMed celebrated its 35th Anniversary. The world has changed considerably since the meeting in 1989 between Dr. Peter Farrell and Dr. Colin Sullivan, the inventor of the nasal continuous positive airway pressure (CPAP). Yet ResMed's core mission – to create life-changing health technologies that people love – continues to drive us in helping people live healthier lives. Improving lives through healthtech innovation is in our DNA. Over these past 12 months, we have done just that by enhancing the lives of over 144 million people in 140 countries worldwide.

As we look ahead we envision a world where every person can achieve their full potential through better sleep and breathing, with healthcare delivered in their own home. Over 2.3 billion people worldwide suffer from Sleep Apnea, Insomnia, Chronic Obstructive Pulmonary Disease, and/or other Respiratory Insufficiency...that's one in four people who need our help! 2030, our ambitious goal is to empower over 500 million people worldwide to achieve their full potential, driven by our core strengths of innovation, operational excellence, and our unmatched patient-centered culture.

One of our core values, having a Resounding Impact, encompasses our approach to sustainability, including our dedication to our fellow ResMedians, patients, physicians, providers, payers, and the communities in which we operate. Our mission's success will foster a healthier global community and underscores our commitment to the principles of social responsibility, ethical governance, and environmental stewardship. This dedication goes hand in hand with our pursuit of excellence in product development and our culture which is laser-focused on quality, regulatory compliance, cybersecurity, and ethical commercial operations.

Behind each of our products and digital solutions is the often-untold story of our employees, suppliers, and community representatives. Our success is and will continue to be actualized by this diverse value chain. We have an obligation to these groups, as well as to our shareholders and customers, to conduct our business with the highest standards of business ethics and to be honest, fair, and forthright in all our business activities. This includes identifying and addressing the risks of modern slavery as well as maintaining responsible and transparent supply chains.

ResMed's strategy is focused on empowering our teams, prioritizing AI, and building trust. These key pillars, along with our ethical business practices and operational excellence, enable us to save and enrich hundreds of millions of lives around the world. Central to our ethical framework is ResMed's corporate culture, supported by a robust code of values and ethics. Our dedication to legal compliance, along with a strong emphasis on the safety and human rights of everyone associated with ResMed – including our global supply chain, business partners, and contractors – are vital components of our culture and essential to our success.

We seek the best people from around the world who are passionate about our mission and vision, and we support and enable them to reach their highest potential. We recognize that everyone involved – our ResMedian team, suppliers, healthcare partners, distributors, and patients – thrive in an environment that fosters the best, most innovative outcomes.

Given the diversity and breadth of our products, solutions and the markets we operate in, we acknowledge that there may be modern slavery risks in our supply chain. We also acknowledge that to be successful in reducing these risks, we need to build upon our work from previous years. That's why we take a risk-based approach, focusing on enhancing the measures we have already taken in relation to the following four key areas, which you will see throughout this statement:

1. Governance and policies
2. Training and communication
3. Assessing risks
4. Investing in internal and external resources

Our risk-based approach will enable us to continue to assess and improve our efforts over the coming years.

We are proud of ResMed's efforts to fight against modern slavery, as well as our dedicated social contributions to the communities we serve globally. We are committed to reducing the risk of modern slavery in our business and supply chains, and we expect the same high standards from all our suppliers, contractors, and business partners.

Sincerely,

A handwritten signature in black ink, appearing to read "Mick Farrell". The signature is fluid and cursive, with a long horizontal stroke at the end.

Michael "Mick" Farrell  
Chairman and CEO, ResMed  
December 2024



## Introduction

The United Kingdom’s Modern Slavery Act 2015 (“UK Modern Slavery Act”), Australian Modern Slavery Act 2018 (Cth.) (“Australian Modern Slavery Act”), and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (“Canadian Modern Slavery Act”) require certain reporting entities to publish information describing their actions to assess and address modern slavery risks.

This statement describes the steps taken by the below reporting entities to assess and address the risks of modern slavery, forced labour, child labour, and human trafficking (“modern slavery”) in our business and in our supply chains. This statement reflects the actions we are taking or have taken under our broader sustainability framework.

This statement has been prepared for the financial year ending 30 June 2024. It has been prepared in consultation with key teams that collaborate to deliver our broader sustainability framework and in key business areas of the reporting entities, such as procurement, legal, and risk.

## Reporting entities

This is a joint statement of the following entities pursuant to the Australian Modern Slavery Act:

- ResMed Holdings Pty. Ltd. (ACN 003 765 133);
- ResMed Pty. Ltd. (ACN 003 765 142);
- ResMed Asia Pacific Limited (ACN 070 076 470) (collectively “ResMed Australia”); and,
- ResMed Asia Pte. Ltd. (201816214N), (“ResMed Singapore”).

Together these reporting entities are referred to as ResMed (“we,” “us,” or “our”).

This is a joint statement is of the following entities pursuant to the UK Modern Slavery Act:

- ResMed EPN Ltd (Reg. No 06863315); and
- ResMed (UK) Limited (Reg. No. 2863553) (collectively “ResMed UK”)

This statement is a joint statement in respect of the following entities pursuant to the Canadian Modern Slavery Act:

- ResMed Corp. (41-1653149) a Minnesota corporation; and
- ResMed Corp. (Canada) (1781306) a branch of ResMed Corp. (collectively “ResMed Corp.”)

# Our structure, operations, and supply chains

## Structure

ResMed Inc., a Delaware corporation, is the ultimate holding entity for the ResMed group of companies (“ResMed Group”). ResMed Inc.’s principal share listing is on the New York Stock Exchange; its secondary listing is via Chess Depositary Instruments on the Australian Securities Exchange.

**ResMed Australia** comprises three reporting entities pursuant to the Australian Modern Slavery Act that are companies incorporated in Australia and have their registered offices at 1 Elizabeth Macarthur Drive, Bella Vista, NSW, 2153, Australia.

**ResMed Singapore** is a company incorporated in Singapore and has its registered office at 3 Tuas Avenue 2, Singapore 639443.

**ResMed UK** comprises two reporting entities that are incorporated in the United Kingdom and have their registered offices at Quad 1, First Floor, Becquerel Avenue, Harwell Campus, Didcot, Oxfordshire, OX11 0RA, United Kingdom.

**ResMed Corp.** is a company incorporated in the state of Minnesota in the United States of America. **ResMed Corp. (Canada)** is a registered branch of ResMed Corp. in Canada and has its registered office at 251 Little Falls Drive, Wilmington, DE 19808, United State of America.

## Operations

The ResMed Group is a global leader in digital health and cloud-connected medical devices. The ResMed Group designs innovative solutions to treat and keep people out of the hospital, empowering them to live healthier, higher-quality lives. The ResMed Group’s digital health technologies and cloud-connected medical devices transform care for people with sleep apnea, chronic obstructive pulmonary disease, or COPD, and other chronic diseases. The ResMed Group’s comprehensive out-of-hospital software platforms support the professionals and caregivers who help people stay healthy in the home or care setting of their choice. By enabling better care, the ResMed Group’s products improve quality of life, reduce the impact of chronic disease, and lower costs for consumers and healthcare systems. The ResMed Group sells its products in over 140 countries through a combination of wholly-owned subsidiaries and independent distributors.

As part of a globally distributed manufacturing network, the ResMed Group aims to optimize quality, cost control, time to market for new product introduction, and supply chain resilience. Manufacturing operations consist of specialist component production as well as assembly and testing of our devices, masks, and accessories.

Our primary research and development facility is in Sydney, Australia. The ResMed Group also conducts research and development in Singapore, Ireland, China, Canada, Malaysia, and the United States of America. The ResMed Group’s main manufacturing sites are located in Singapore, Australia, United States of America, Malaysia, and China.

**ResMed Australia’s** main functions include distribution, manufacturing, engineering, research and development, sales, administration, and marketing.

**ResMed Singapore’s** main functions include manufacturing, engineering, research and development, sales, administration, and distribution.

**ResMed UK’s** main functions include sales and distribution of products that are primarily sourced from ResMed Australia and ResMed Singapore.

**ResMed Corp.’s** main functions include sales, distribution, marketing, product management, regulatory market access, medical affairs, government affairs, quality assurance, technical services, and operations, for products that are primarily sourced from ResMed Australia and ResMed Singapore.



## ResMedians

As of 30 June 2024, the ResMed Group had approximately 9,980 employees and contingent workers, of which 4,070 were employed in cost of sales activities including areas such as warehousing and manufacturing, 1,870 in research and development and 4,040 in sales, marketing and administration. Of our employees and contingent workers, approximately 3,050 (31%) were located in the United States, Canada and Latin America, 2,980 (30%) in Asia, 1,530 (15%) in Australia and 2,420 (24%) in Europe. We believe that the success of our business will depend, in part, on our ability to attract and retain diverse, qualified personnel.

At ResMed, our mission of creating life-changing health technologies that people love is achieved by our commitment and efforts to be an inclusive environment. This commitment creates a strong sense of belonging, which enables the potential, passion, and creativity of our people. Our Code of Business Conduct & Ethics, diversity and inclusion practices and policies covering topics such as workplace behaviour, discrimination and harassment, health and safety, and employee benefits reinforce this environment and facilitate talent attraction, retention, and development.



## **Employee health and safety**

We believe maintaining a physically safe and mentally healthy working environment is essential in supporting our people to deliver their best work. We rely on global standards to provide the framework for our locally compliant, integrated, and effective health and safety management systems. This framework enables the capability, autonomy, and accountability of our leaders to manage local sites. Our approach is to position health and safety as a key driver of innovation, continuous improvement, and business sustainability by focusing on making work easier, which in turn enhances safety and efficiency.

## **Employee engagement and wellbeing**

We regularly seek employee feedback and sentiment about our workplace through global engagement surveys, allowing our people to comment on matters related to their employment experience. We openly share the survey results throughout the company and encourage teams to develop action plans addressing priority issues at both global and local levels. Where benchmarks are available, our results are evaluated against comparable peer groups.

We are committed to improving the quality of life of our employees and their families. Our health and wellbeing programs differ by country and may include company-sponsored health insurance, retirement savings plans, sleep apnea screening and treatment, smoking cessation, gym membership discounts, seasonal flu vaccinations, mental health assistance, all focused on driving health behaviours and awareness. Additionally, we have implemented a companywide ResMed Day – taken at each employee’s election – for our people to focus on mental, social, and physical health.

## Supply chains

Our suppliers are crucial partners in the operation and success of our business, and we expect them to adopt our standards with respect to modern slavery. We communicate these expectations through systems, policies, contracts, and procedures.



The 10 countries with the highest number of mapped sites for direct suppliers of components and materials are shown above.

We discuss higher risk factors, geographies, and sectors in subsequent sections of this statement.

We refer to the raw materials, parts, and components that we procure for direct use in manufacturing our therapeutic and diagnostic sleep disorder products as 'Direct', and all other procurement as 'Indirect'. The ResMed Group's supply chains are global, complex, and include multiple tiers. We source over 2,000 parts from Direct suppliers, many of which are available from multiple vendors and some of which are single-sourced. The ResMed Group has a larger number of Indirect suppliers, which is undertaken globally and locally, due to the breadth of geographical spread and functional requirements.

As of June 2024 the most disruptive effects of the COVID-19 pandemic are behind us but the global recall instituted by one of our major competitors continues to drive global demand for our devices. We continue to be impacted by periodic transport disruptions and supply constraints on certain raw materials and electronic components, including semiconductor chips. Notwithstanding the potential for supply constraints to increase modern slavery risks, we remain steadfast in our prohibition on modern slavery in our supply chain as set out in our Global Third Party Code of Conduct and further described below.



# Modern slavery framework

In line with the opening message from our Chief Executive Officer, we continue taking a risk-based approach to combat modern slavery. Over the past year, our focus has been on enhancing our internal policies and systems relating to our supply chain monitoring, upskilling our staff, assessing risks, and investing in internal and external resources.

The framework detailed below represents how we classify our efforts into a common structure and provides examples of the efforts we undertake to enhance our risk-based approach within each of the framework elements.



## Governance and policies

- Code of Business Conduct and Ethics
- Global Third Party Code of Conduct
- Whistleblower Policy
- Global Procurement Policy
- Supplier Manual



## Training and communication

- Mandatory and voluntary training
- Governance policy training
- Informal awareness



## Assessing risks

- Mapping and monitoring our supply chains
- Annual supplier risk questionnaires
- Supplier due diligence
- Desktop reviews



## Investing in internal and external resources

- Continuing to implement technology for assessing and addressing risk
- Consulting with third party subject matter experts and regular multi-disciplinary review

## Our assessment of the risks of modern slavery practices in ResMed’s operations and supply chains

We carry out due diligence of our suppliers by consulting third party classifications of high-risk factors, sectors, commodities, and geographies to inform our strategy. ResMed also invests in third party technology to identify high-risk factors, sectors, commodities, and geographies relevant to our operations and supply chain as the risks associated with modern slavery are constantly changing.

As in previous years, we continue to assess the factors, sectors, and geographies shown to the right as having a heightened risk to potentially cause, contribute to, or link ResMed’s operations or supply chains to instances of modern slavery.

ResMed’s close working relationships with its Tier 1 Suppliers provides ResMed with visibility to assess the risks of modern slavery in its direct supply chain. However, there may be high-risk factors and sectors within our upstream supply chain that may pose higher risks of modern slavery. A “Tier 1 Supplier” is a supplier with whom ResMed has a direct relationship. We describe below the further actions we are taking for responding to, and mitigating, these risks.



### High-risk factors

- Labour-intensive services
- Labour hire and recruitment
- Raw materials sourcing
- Migrant workers



### High-risk sectors

- Electronics
- Manufacturing
- Information technology
- Logistics, transport
- Packaging (paper)



### High-risk geographies

- China
- Malaysia
- Thailand

# Our actions to assess modern slavery risks

Over the past year, we have continued to utilize our existing solutions while strengthening our actions to assess modern slavery risks. This has been achieved through a risk-based approach focused on onboarding suppliers, monitoring supplier performance, and implementing a new standardized annual supplier risk questionnaire.

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## Verifying new suppliers

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### Key tools

Verifying new suppliers using third party technology for economic sanctions and Adverse Media Events (“AME”) relating to social responsibility including human rights, discrimination, workforce disputes, and health and safety issues.

### Actions during reporting period

Continuing to implement third party technology to enhance detectability of risks and verify supplier identity.  
Continuing to monitor supplier sustainability ratings, including performance on human rights and corporate governance.

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## Monitoring existing suppliers

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### Key tools

Monitoring existing suppliers using third party technology for economic sanctions and AMEs relating to social responsibility including human rights, discrimination, workforce disputes, and health and safety issues.  
We rely on a combination of solutions to gather, store, and analyse this data for ongoing analysis, monitoring, and action using a risk-based approach.

### Actions during reporting period

Continuing to implement new technologies with enhanced data-gathering capabilities to complement our existing tools for monitoring suppliers.

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## Annual questionnaires

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### Key tools

Issuing annual risk questionnaires to key suppliers, tracking completion, and following up for additional information if necessary.

### Actions during reporting period

During the reporting period we continued to implement an enhanced strategy for issuing and collecting data through annual supplier risk questionnaires. We now collaborate with a third party to issue the Slavery & Trafficking Risk Template (STRT) as a standardised means for collecting, tracking completion, and collating information from our suppliers into new monitoring tools. We then use this data for further internal risk- based analysis, monitoring, and action.

# Our actions to address modern slavery risks

We continue centering our internal-facing actions around existing tools, with a focus on upskilling our employees through awareness, training, and enhancing policy as set out below.

## Internally facing actions

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### Code of Business Conduct and Ethics

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#### Key tools

Our Code of Business Conduct and Ethics applies to all ResMed employees globally (“Ethics Code”) and sets out the expectations of employee conduct.

The Ethics Code requires employees to: uphold ResMed’s high standard of business ethics including belonging, diversity, and inclusion; comply with all applicable laws and regulations; and, report any known or suspected violations via the Ethics Hotline. Failure to comply with the Ethics Code may result in disciplinary action up to and including termination of employment.

#### Actions during reporting period

We require employees to complete regular Ethics Code training.

In the period ending 30 June 2024 approximately 90% of designated Ethics Code training was completed by the due date.

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### Whistleblower Policy

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#### Key tools

Additionally, ResMed Australia has a Whistleblower Policy which allows for employees, suppliers, and workers of suppliers (amongst others) to raise issues with ResMed directly. Our Code of Business Conduct and Ethics encourages employees to report activities that are unlawful or unethical. ResMed also encourages its employees and other relevant disclosers to feel confident about raising their concerns, providing access to an objective and confidential reporting and investigative mechanism, where they are protected from reprisal. Employees and other relevant disclosers can make their reports to any eligible recipient, as well as via the Ethics Hotline. Anonymous reporting is available.

#### Actions during reporting period

Sending an annual reminder to relevant employees and eligible recipients about the Australian Whistleblower Policy and our Code of Business Conduct and Ethics with useful follow-up resources.

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## Global Procurement Policy

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### Key tools

ResMed's Global Procurement Policy applies to all ResMed employees who procure on behalf of ResMed. It sets out ResMed's requirements relating to:

- holistic procurement pursuant to the guiding principles of ethics, integrity, value consciousness, and business impact;
- onboarding suppliers, including process, due diligence, and verification; and
- requiring disclosure of information from suppliers to ResMed for complying with ResMed's modern slavery disclosure obligations

The Global Procurement Policy also incorporates, by reference, ResMed's Code of Business Conduct and Ethics, and Global Third Party Code of Conduct, as described in this statement.

### Actions during reporting period

We require employees to review and acknowledge the Global Procurement Policy.

All employees have a duty under the Global Procurement Policy to report known or suspected breaches through their manager, People team, or the Ethics Hotline.

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## Ethics Hotline

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### Key tools

ResMed's Ethics Hotline is managed by an independent third party, is accessible 24 hours a day, seven days a week, with translators available when necessary. A breach or suspected breach of ResMed policies should be reported via the Ethics Hotline. Anonymous reporting is available.

### Actions during reporting period

We monitor the Ethics Hotline for reports about modern slavery. None were received during the reporting period.

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## Mandatory training

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### Key tools

We assign mandatory modern slavery training to certain employees, using a risk-based approach, for completion through our online learning management system. We also make this training available in our online learning management system to other employees.

### Actions during reporting period

Successfully developing and introducing a bespoke modern slavery training module for our employees. This training was assigned to an expanded group of employees, determined through a risk-based approach. Additionally, we promoted the training module for voluntary training to other employees utilizing our online learning management system.

Over 80% of this mandatory training was complete by the due date.

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## Informal training and awareness

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### Key tools

Ongoing risk-based training and awareness initiatives to relevant employees about the risks of modern slavery.

### Actions during reporting period

Enhancing awareness of modern slavery risks within our procurement, director, legal, senior management, people, and product teams. These groups also received general training regarding the risks of modern slavery, ethical sourcing, and human rights as they relate to ResMed's operations and supply chain. Additionally, our Modern Slavery Statement was promoted in an internal news network available to all employees.

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## Multi-disciplinary review

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During the reporting period, we conducted regular multi-disciplinary reviews involving legal, procurement, and other subject matter experts as needed, to evaluate the progress of our program and assess risks identified through our assessment framework.



# Externally facing actions

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## Global Third Party Code of Conduct

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### Key tools

The Global Third Party Code of Conduct sets out ResMed’s expectations for distributors, business partners, suppliers, advisors, and other third parties registering, promoting, selling, and marketing ResMed products and services, or otherwise interacting with government officials, healthcare professionals, or others on ResMed’s behalf. It clearly sets out our expectation of these third parties to respect human rights, comply with modern slavery laws, and expressly prohibits modern slavery in their businesses and supply chains. All third parties have a duty to report any known or suspected violations of the Global Third Party Code of Conduct to ResMed.

### Actions during reporting period

In this reporting period we encouraged third parties to make available the Global Third Party Code of Conduct and details of the Ethics Hotline within their business and supply chains to promote reporting of actual or potential misconduct.

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## Supplier Manual

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### Key tools

The Supplier Manual requires suppliers to comply with labour and employment laws, including prohibitions against modern slavery, human trafficking, child labour, forced or involuntary labour, and requests suppliers to acknowledge that they comply with the United Kingdom’s Modern Slavery Act, the Australian Modern Slavery Act, and other similar legislation.

### Actions during reporting period

During the reporting period we continued to send our Supplier Manual to key suppliers. We did not receive any reports of modern slavery from our suppliers during the reporting period.

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## Standard Supply Terms

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### Key tools

Our standard supply terms: prohibit suppliers from using child labour, prison labour, slave labour, or any other form of forced or involuntary labour; require suppliers to comply with applicable laws relating to wages, hours and conditions of employment, occupational health and safety; and to expect and require the same from their sub-contractors. We also rely on a clause library for empowering our internal legal team to take a risk-based approach in selecting appropriate clauses to address modern slavery when negotiating contracts.

### Actions during reporting period

We continued to utilize updated standard purchase terms to: more clearly identify specific types of modern slavery; require suppliers to maintain procedures for identifying and addressing modern slavery risks; and notify ResMed of modern slavery concerns.

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## Remediation

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### Key tools

We have not verified any instances of modern slavery and therefore have not taken any specific remedial action. However, as our modern slavery program is still maturing, it may be necessary for us to undertake remedial action in future reporting periods. With this in mind, we are in the early stages of developing our framework for remediating the potential adverse impact of our actions to address modern slavery in our supply chain on the most vulnerable victims and families.





# Assessing the effectiveness of actions taken to address modern slavery risks

We continue taking conscious, considered, and risk-based steps to enhance our systems and processes for mitigating modern slavery risks. We appreciate that this is a continuous journey that we look forward to progressing in future reporting periods.

In the FY24 reporting period we continued to utilize a set of Effectiveness Indicators with reference to publicly available guidance, information, and analyses as set out below.

## Legend of Effectiveness Indicators

- 1 Setting up a process for regular review and engagement
- 2 Enhancing internal awareness, training, and investment
- 3 Partnering with a third party
- 4 Updating our assessment process and considering trends
- 5 Conducting internal audits or monitoring of specific steps to assess and address risks
- 6 Tracking actions

Governance and policies	Effectiveness indicator
Updating and communicating policies to deepen our impact	2
<b>Training and communication</b>	
Expanding the recipients of our custom internal training for mandatory and voluntary completion	2
Ongoing informal awareness about responding to modern slavery risks	2
Ongoing consultation within our organization in preparation of this statement and stakeholder reviews of our actions	1 5 6
Collecting feedback from testing participants' retention of training materials	1 2 4 6

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**Assessing risk**

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**Effectiveness indicator**

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Continuing to implement new technologies for assessing and addressing risk

1 3 4 5 6

Carrying out in-depth risk assessments on some suppliers

4 5

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**Investing in internal and external resourcing**

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Regular multi-disciplinary reviews

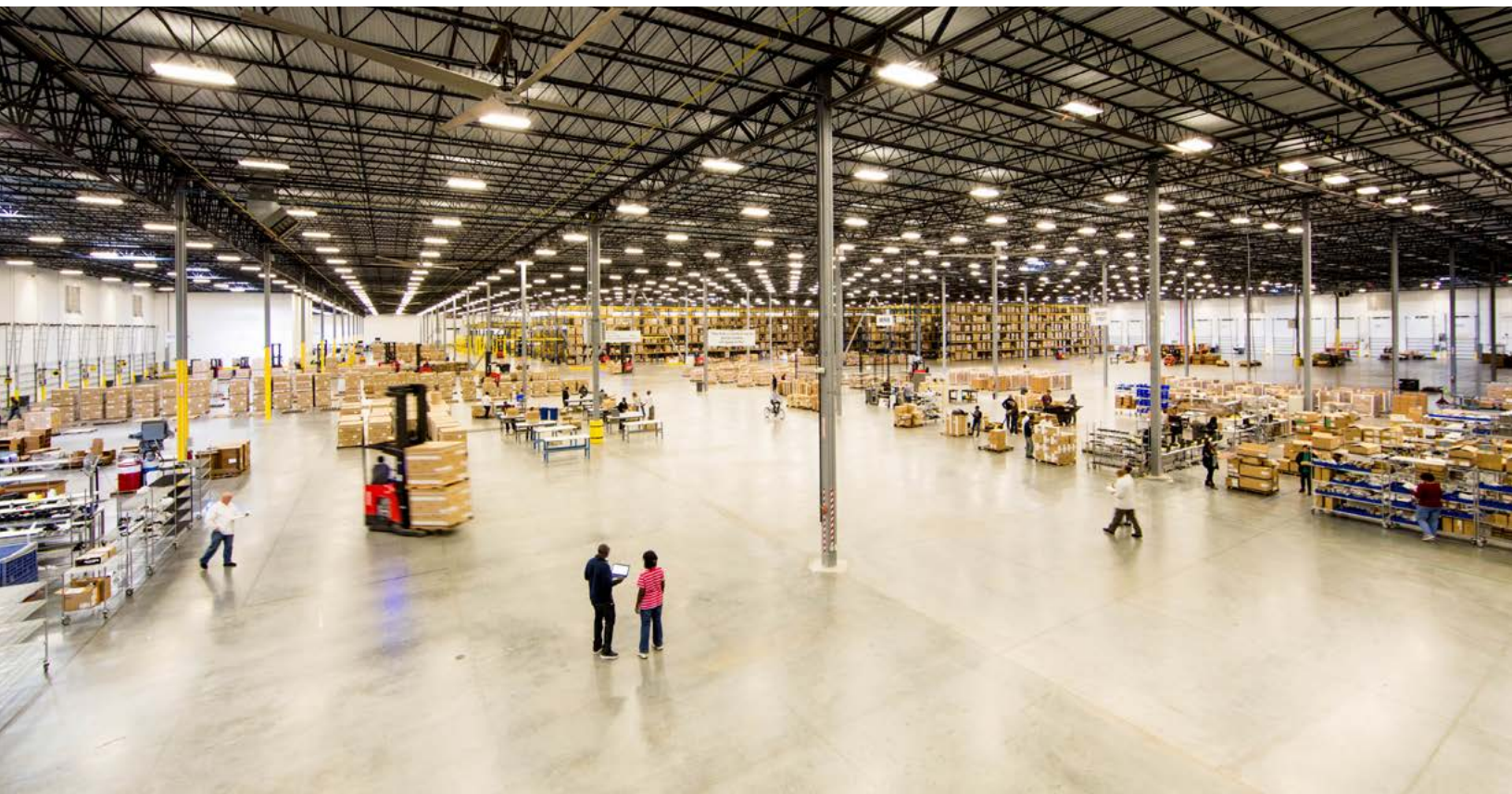
1 2 5 6

Continuing to implement technologies for assessing and addressing risk

1 3 4 5 6

Consulting with third party subject matter experts

2 3



## Consultation across ResMed

Representatives from each of the ResMed reporting entities consulted with each other in preparing this joint statement. ResMed Australia also consulted with representatives of the entities that it owns or controls, or that have material operations to assess their retrospective efforts and future plans for reducing modern slavery risks.

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### Throughout the reporting period

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Subject matter experts from our internal legal and procurement teams consulted with relevant senior management to continue raising awareness about modern slavery, regulatory trends, and evolving social expectations that may be relevant to our business.

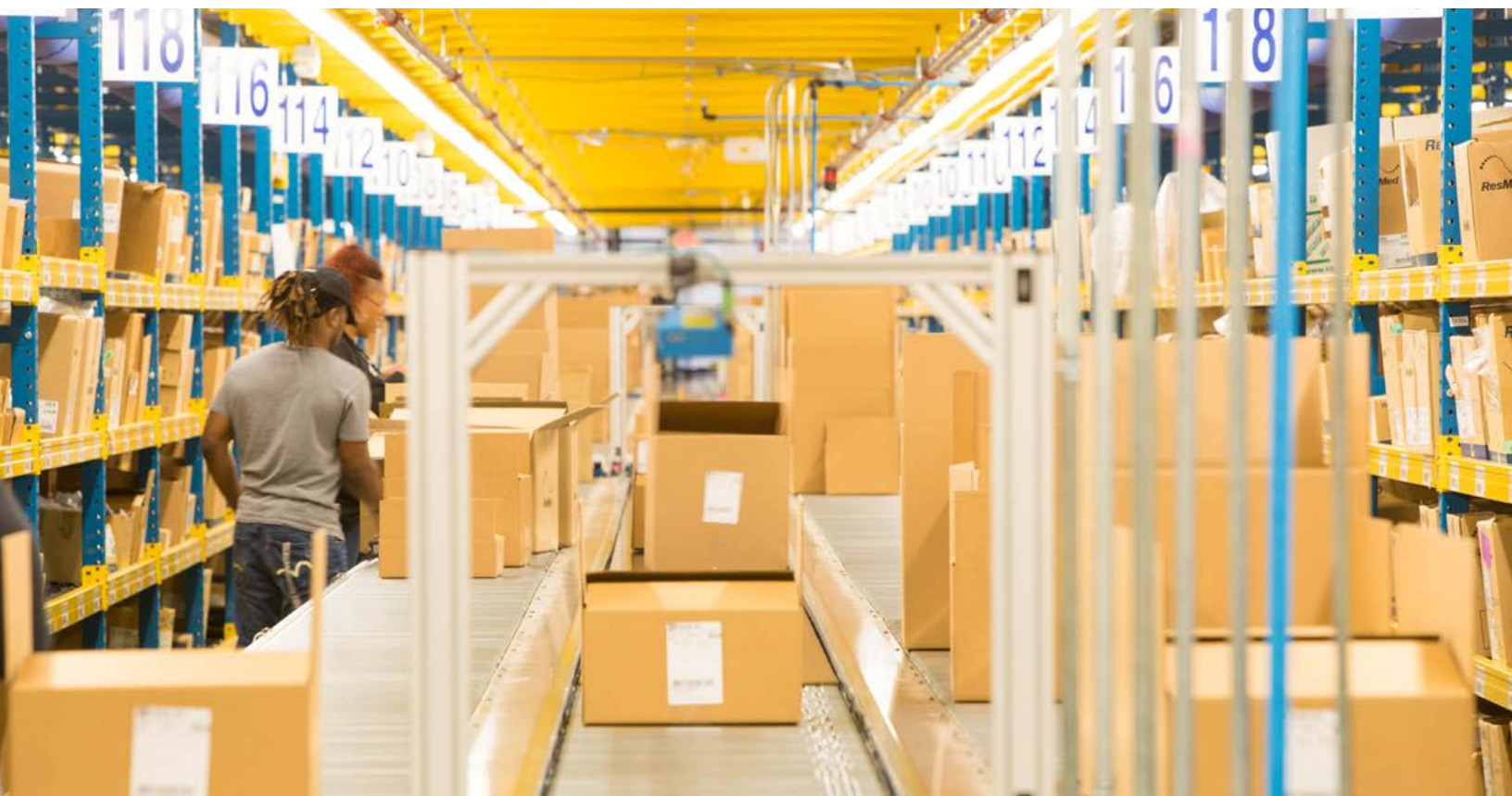
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### Preparing this statement

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In preparation of this statement our internal legal and procurement subject matter experts consulted with senior representatives of each reporting entity and other relevant stakeholders to reflect on the reporting period, our actions, this statement, and opportunities to improve in future reporting periods.

As a result of our modern slavery program maturing, we are making efforts to consult broadly across multiple levels of our organization throughout the reporting period as we believe this ongoing dialogue will have a compounding effect.



## Moving forward

We look forward to tackling the complex and dynamic issues of modern slavery in future reporting periods by building upon our existing actions. We have established the foundations of our due diligence processes, monitor evolving events relating to modern slavery with risk-based systems, and continue to have an open dialogue with our supplier network. We will monitor the effectiveness of our approach in addressing the risks of modern slavery and update and develop our systems as appropriate.

Following our review of the effectiveness of the steps we have taken in fiscal year 2024, our focus areas to assess and address the risks of modern slavery in our operations and supply chains in future reporting periods may include, but are not limited to, those set out below.

Focus area	Category
Developing a set of expectations from recruitment agencies supplying ResMed with low-skill contingent labour.	Assessing
Developing a global ethical sourcing and labour policy.	Assessing
Implement a “retention quiz” for our current Modern Slavery trainings.	Addressing
Continue to expand coverage of baselining suppliers for human trafficking and slavery concerns in our supply base.	Assessing
Enhance our contract processes regarding adherence to our ethical sourcing policies.	Addressing



# Mandatory criteria

The following page(s) of our statement address each of the mandatory criteria in section 16 of the Australian Modern Slavery Act

Mandatory criteria	Page(s)
Identify the reporting entity	2
Describe the reporting entity's structure, operations and supply chains	3-6
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	8
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	7,9-14
Describe how the reporting entity assesses the effectiveness of these actions	15-16
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	17
Any other information that the reporting entity, or the entity giving the statement, considers relevant	1-17

## Reviews and approvals

This statement has been reviewed and approved by one or more directors of:

- ResMed Holdings Pty. Ltd. on 16 December 2024 in their capacity as principal governing body of
  - ResMed (UK) Ltd. (Reg. No. 2863553) on 16 December 2024,
  - ResMed EPN Ltd. (Reg. No 06863315) on 16 December 2024;
  - ResMed Pty. Ltd. (ACN 003 765 142) on 16 December 2024,
  - ResMed Asia Pacific Limited (ACN 070 076 470) on 16 December 2024, and
  - ResMed Holdings Pty. Ltd. (ACN 003 765 133) on 16 December 2024;
- ResMed Asia Pte. Ltd. (201816214N) on 16 December 2024, in their capacity as principal governing;
- ResMed (UK) Ltd. (Reg. No. 2863553) on 16 December 2024;
- ResMed EPN Ltd. (Reg. No 06863315) on 16 December 2024; and
- ResMed Corp., (41-1653149) on 16 December 2024, as governing body of ResMed Corp. and ResMed Corp. (Canada) (1781306) for and in accordance with s 11 4(b)(ii) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

This statement constitutes for the financial year ending 30 June 2024:

- ResMed Australia's modern slavery statement in accordance with the Australian Modern Slavery Act 2018 (Cth.) and captures the activities of its Australian subsidiaries;
- ResMed Asia Pte. Ltd.'s voluntary modern slavery statement in accordance with the Australian Modern Slavery Act 2018 (Cth.);
- ResMed (UK) Ltd's and ResMed EPN Ltd's slavery and human trafficking statement in accordance with section 54(1) of the United Kingdom Modern Slavery Act 2015; and,
- ResMed Corp.'s report in accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023, and in particular section 11 thereof.

I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Modern Slavery Act, for the reporting year listed above.

I am grateful for the hard work and dedication of all ResMedians who contribute to our ongoing modern slavery program and in preparing this statement. I also thank the readers of this statement for their interest and taking the time to appreciate our efforts.



**Michael J. Rider**

Global General Counsel and Secretary

Director, ResMed Holdings Pty. Ltd.

Director, ResMed Asia Pte. Ltd.

Director, ResMed (UK) Ltd.

Director, ResMed EPN Ltd.

Director, ResMed Corp.



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## Contact Information

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**For Investors**                      [InvestorRelations@ResMed.com](mailto:InvestorRelations@ResMed.com)

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**For Media**                              [News@ResMed.com](mailto:News@ResMed.com)

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**Corporate  
Citizenship**                              <https://investors.resmed.com/investor-relations/about-us/Corporate-Citizenship-at-ResMed/default.aspx>

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