

### Draeger Australia Pty Ltd Modern Slavery Statement 2024

#### Main Introduction

Draeger Australia Pty Ltd is committed to preventing modern slavery in its business operations and supply chains. Respecting human rights is a core part of our corporate social responsibility. We have a zero-tolerance approach to modern slavery. This statement outlines the steps we have taken in 2024 and plan to take to assess and address modern slavery within our organization and our supply chains.

#### Draeger Australia Pty Ltd Overview

Draeger Australia Pty Ltd is a leading provider of medical and safety technology. Our headquarters is located at 8 Acacia Place, Notting Hill VIC 3168. We directly employ over 300 people across Australia. We also have a related entity based in New Zealand, Draeger New Zealand Limited. In 2023, our revenue was AUD 150 million. Our business model focuses on delivering high-quality products and services to our customers, including medical devices, safety equipment, and comprehensive support services.

#### Sourcing and Supply Chain

At Draeger Australia Pty Ltd, we are committed to continually assess and address modern slavery risks associated with our operations and supply chain. One of the key factors that helps us mitigate the risk of utilizing vendors who may be impacted by modern slavery is that 90% of our products are manufactured in Germany by our parent company, Draegerwerk AG & Co. KGaA. This close relationship with our parent company allows us to maintain stringent oversight and control over our supply chain, ensuring that our products are manufactured and supplied in accordance with the highest ethical standards.

By sourcing the majority of our products from our parent company, we significantly reduce the risk of engaging with vendors who may be involved in modern slavery. Our parent company shares our commitment to ethical business practices and has robust procedures in place to prevent modern slavery within its operations and supply chains. This alignment in values and practices ensures that we can confidently provide our customers with products that are ethically sourced and manufactured.

#### Our Policies

We have implemented several policies to detect and prevent modern slavery, including:

- **Declaration of Principles on Human Rights:** This declaration outlines our commitment to preventing and detect modern slavery.
- **Supplier Code of Conduct:** This code requires our suppliers to adhere to ethical business practices and to ensure that their operations are free from modern slavery.

#### Governance and Accountability

Our governance structure ensures that there is oversight and accountability for our anti-slavery measures. Senior management and the board of directors are responsible for ensuring compliance with our policies and for driving continuous improvement in our practices.

### Risk Assessment

We conduct regular risk assessments to identify and assess potential risk areas in our business operations and supply chains. This helps us to focus our efforts on the areas where the risk of modern slavery is highest.

We have assessed the risk of modern slavery within the operations of Draeger Australia Pty Ltd to be very low. We believe the topic is more relevant within our supply chain, noting that globally, our parent entity works with approximately 2,500 suppliers worldwide.

### Due Diligence

We have implemented due diligence processes to mitigate the risks of modern slavery. These processes include:

- **Supplier Audits:** We conduct audits of our suppliers to ensure that they are complying with our Supplier Code of Conduct.
- **Contractual Obligations:** We include clauses in our contracts with suppliers that require them to comply with our anti-slavery policies.

### Training and Awareness

We provide training to our employees to help them recognize and prevent modern slavery. This training includes:

- **Awareness Programs:** Programs to raise awareness about the risks of modern slavery.
- **Reporting Mechanisms:** Mechanisms for employees to report any concerns about modern slavery.

### Stakeholder Engagement

We engage with various stakeholders, including employees and suppliers to address modern slavery. Collaboration and communication with these stakeholders are crucial in our efforts to combat these issues.

### Legal and Regulatory Compliance

We adhere to all relevant legal and regulatory frameworks in our efforts to combat modern slavery. This includes compliance with the Modern Slavery Act 2018 (Cth) and other applicable laws and regulations.

### Feedback and Reporting Mechanisms

We have mechanisms in place for employees, suppliers, and other stakeholders to report concerns or provide feedback related to modern slavery. Our whistleblowing policy ensures that all reports are handled confidentially and investigated thoroughly.

### Future Initiatives

Looking ahead, Draeger Australia Pty Ltd is planning initiatives to strengthen our efforts against modern slavery:


- **Enhanced Supplier Collaboration:** We will work more closely with our suppliers to develop joint initiatives aimed at eradicating modern slavery from our supply chains.
- **Advanced Training Programs:** We will introduce more comprehensive training programs for our employees, focusing on the latest trends and best practices in combating modern slavery.
- **Technology Integration:** We will leverage advanced technologies, such as blockchain and AI, to enhance our supply chain transparency and traceability.
- **Regular Reviews and Audits:** We will conduct more frequent reviews and audits of our policies and practices to ensure they remain effective and up-to-date.

In 2025 we plan to review the direct suppliers of Draeger Australia Pty Ltd through attestations, questionnaires, and publicly available data and indices (supplier assessments). In subsequent years we will conduct desktop and onsite audits of our suppliers, prioritised based on the findings of our supplier assessments.


### Consultation and approval

Draeger Australia Pty Ltd is dedicated to eradicating modern slavery within our operations and supply chains. We will continue to take proactive steps to ensure that our business practices are ethical and that we are contributing to the global effort to end modern slavery.

This modern slavery statement has been prepared by Draeger Australia Pty Ltd's executive leadership team and approved by the Board of Draeger Australia Pty Ltd.

  
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