



## Danaher Australia Modern Slavery Statement

This statement is made pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) (the "Act") and constitutes our Australian Reporting Entity's modern slavery statement for the financial year ended 31 December 2021.

This modern slavery statement is jointly made by the following reporting entities within the Danaher Australia Group:

- Danaher Australia Holding Pty Ltd, the Australian parent company;
- Coulter Electronics Pty Limited;
- Danaher Australia Finance Pty Ltd;
- DJ Acquisition Pty Ltd;
- Leica Biosystems Melbourne Pty Ltd;
- Radiometer Medical Sales Pty Limited; and
- VSE Holdings Pty Ltd,

each a **Reporting Entity**, and together referred to as **Danaher Australia**.

Danaher Australia is part of the global Danaher group, and references to "**Danaher**" are to our ultimate parent company, Danaher Corporation.

At Danaher, we remain committed to building our enterprise with integrity and this informs our approach to dealing with our investors, business partners, customers, associates, suppliers and the numerous communities in which we operate around the world. Danaher is committed to protecting and advancing human rights and it seeks to protect against violations of human rights in its operations and its supply chains. We fully support both the Act and the equivalent anti-slavery and human trafficking legislation in force in the countries in which we operate.

We have a zero-tolerance approach to modern slavery and human trafficking and we act ethically and with integrity in all our business dealings and relationships. We require adherence to the same high standards from our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards. We have revised our Supplier Code of Conduct to bring it more explicitly into line with modern slavery and human trafficking legislation, to underscore our suppliers' compliance obligations and the consequences for them of non-compliance and to spell out their duties with respect to their own supply chain.

### **Our Business and Structure**

Danaher is a global science and technology innovator committed to helping our customers solve complex challenges and improving quality of life around the world.

Danaher globally comprises more than 20 operating companies and has over 67,000 employees worldwide, operating in more than 55 countries.

Our business is organised into three strategic segments: Environmental & Applied Solutions, Life Sciences, and Diagnostics. Further details about these segments and our operating companies can be found [here](#).

### **Our Supply Chains and Modern Slavery Risks**

As an international science and technology provider, Danaher has complex supply chains in many different jurisdictions. We work with our suppliers and other stakeholders to understand areas of risks relevant to modern slavery and human trafficking in our operations and supply chains and to mitigate such risks. At a high level, Danaher Australia considers that those risks are most prevalent where third or fourth tier suppliers are located in countries with less robust regulatory practices. We understand that our modern slavery risk profile is continually evolving and are committed to continually monitoring and assessing our modern slavery risk profile.

## **Actions taken to assess and address risks of modern slavery**

We seek to proactively assess and address modern slavery risks in our operations and supply chains. Currently, our actions to assess and address modern slavery risks in our operations and supply chains are based on three key strategies:

1. Policies;
2. Due Diligence; and
3. Training.

Over the course of the last financial year, Danaher has also affirmed the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. In doing so, Danaher has committed to participating in the UN Global Compact by preparing and submitting an annual 'Communication on Progress' publicly available report that describes our efforts to implement the Ten Principles.

- **Our Policies Relevant to Modern Slavery and Human Trafficking**

Danaher recognises its continued success depends on ensuring our employees conduct business with integrity and in an ethical and responsible manner. Our policies, which apply to all group companies, including Danaher Australia, with relevance to modern slavery and human trafficking are:

- Danaher's [Code of Conduct](#) ("Code");
- Danaher's [Supplier Code of Conduct](#);
- Danaher's [Sustainable Supply Chain Policy](#)
- Danaher's Channel Partner Code of Conduct; and
- Danaher's [Conflict Minerals Policy Statement](#).

Danaher's Code of Conduct expresses its fundamental expectation that each employee at every Danaher company acts with the highest level of integrity and in compliance with all applicable laws and policies. The Code of Conduct also provides specific guidance on how to answer common integrity and compliance questions that arise during the ordinary course of Danaher business.

Danaher's policy is to operate its business in compliance with applicable laws and regulations and we expect suppliers who do business with Danaher and its subsidiaries to also comply with such laws, including the laws against forced or involuntary labour, and this expectation is embodied in Danaher's revised [Supplier Code of Conduct](#).

In April 2018 Danaher revised its Channel Partner Code of Conduct, to include the Code of Conduct including express provisions directly relevant to modern slavery and human trafficking consistent with the Act.

Danaher Australia expects its suppliers and sub-contractors to act in a responsible manner, in accordance with all applicable prevailing local and international legislation. To ensure that our suppliers and contractors live up to our values, Danaher has in place the Danaher Supplier Code of Conduct and requires our suppliers to comply with the same.

Over the course of the last financial year, Danaher Australia has further enhanced its modern slavery response by implementing a targeted modern slavery policy, which sets out its commitment to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

Danaher also maintains an Integrity and Compliance Speak Up! line to enable our employees to speak up if they know of any conduct that may compromise our Code or violate the laws under which we operate. The helpline is available to all employees to raise all forms of concern they may have, anonymously if requested, including those relating to human rights issues. Reports to the Danaher Integrity and Compliance Helpline of violations of law, our Code, or other Danaher policies are rigorously investigated.

- **Due Diligence Processes**

Danaher works to continually develop and monitor our group policies and procedures aimed at enhancing integrity and ethical behaviour so they are consistent with good industry practice and properly reflect the contemporary state of applicable law and regulation. As can be seen above our core policies with relevance to the Act have all been recently revised. Danaher will continue to develop initiatives to identify and mitigate the risk of modern slavery and human trafficking in our business and supply chains.

- **Training our Employees**

To help ensure a high level of understanding of the risks of modern slavery and human trafficking in Danaher's supply chains and business, procurement employees are required to participate in training on human rights and other key Danaher policies and values, including human trafficking, employee health and safety, responsible environmental practices, anti-corruption, business ethics and data and IP protection.

In addition, over the course of the last financial year, Danaher Australia has developed a training plan, which will see face-to-face training provided to select employees (who have been identified as having the highest need for modern slavery training) on the newly implemented modern slavery policy. The training will include how to identify modern slavery practices and the particular parts of Danaher Australia's business and supply chains which are subject to a greater risk of modern slavery practices. We intend to deliver all training by the end of 2022.

### **Our effectiveness in combatting Modern Slavery and Human Trafficking**

In order to maintain and continually improve supplier and (sub) contractor performance and assess the effectiveness of actions being taken to assess and address the risks of modern slavery we:

- Assess the sustainability risk of our key suppliers and (sub) contractors;
- Share best practices and work with our key suppliers and (sub) contractors to eliminate or reduce supply chain risks; and
- Implement guidelines for suppliers and (sub) contractors, which address relevant social and environmental issues such as child labour, modern slavery and human trafficking, freedom of association, hazardous substances, etc.

### **Consultation Process**

Danaher Australia has established a working group consisting of officers and representatives from the Danaher Australia and New Zealand Board, which is a senior management committee. This statement has been completed in consultation with each of the Reporting Entities, and each of the owned or controlled entities of the Reporting Entities have been apprised of that process.

### **Approval**

This statement has been approved by the Boards of Danaher Australia Holding Pty Ltd and each of the other Reporting Entities. This statement is signed by Alan Batchelder in his role as director of each Reporting Entity on 28 June 2022.



Alan Batchelder in his capacity as a director of each of the following Reporting Entities:

- Danaher Australia Holding Pty Ltd;
- Coulter Electronics Pty Limited;
- Danaher Australia Finance Pty Ltd;
- DJ Acquisition Pty Ltd;
- Leica Biosystems Melbourne Pty Ltd;
- Radiometer Medical Sales Pty Limited; and
- VSE Holdings Pty Ltd.

28 June 2022