

AUSTRALIA MODERN SLAVERY STATEMENT

Masimo Corporation and its subsidiaries (collectively, “Masimo”) are committed to ensuring that our supply chain practices uphold and respect human rights. This joint statement describes the steps taken by Masimo Corporation and its subsidiary, Masimo Australia Pty. Ltd. (ACN 124 372 701; ABN 71 124 372 701), to address the risk of modern slavery in its supply chain. This statement is for the fiscal year ended January 2, 2021, and is approved by the board of directors.

Structure, Operations and Supply Chains

Masimo Corporation is a global medical technology company that develops, manufactures, and markets a variety of noninvasive and minimally invasive patient monitoring technologies, hospital automation solutions, home monitoring devices, ventilation solutions, and consumer products. Masimo operates in North America, Europe, Latin America, the Middle East, Asia, and Australia with over 6,200 full-time and dedicated contract personnel worldwide.

Masimo Australia Pty. Ltd. (“Masimo Australia”) is a subsidiary of Masimo International Sarl, which is a subsidiary of Masimo Corporation. It markets and sells Masimo products and services in Australia and provides technical and clinical support to customers. Masimo Australia employs approximately 20 staff.

The products marketed and sold by Masimo Corporation and Masimo Australia are produced at Masimo’s manufacturing sites in North America and Sweden, with product components sourced from over 1,000 suppliers worldwide. Types of product components include, for example, electronics, assemblies, cables, cable harnesses and wires, power supplies, printed circuit assemblies, displays/monitors, and batteries. In addition, Masimo procures goods and services used in the manufacturing of our products. Such goods may include, for example, machinery and packaging materials.

Masimo Corporation and its subsidiaries, including Masimo Australia, also procure and consume indirect goods and services to support their internal operations. This may include computers and office supplies, and services such as freight and customs brokers, utilities, telecommunication, office cleaning, and travel arrangements.

Our Commitment and Actions We Take to Address the Risks

Masimo prohibits forced labor and human trafficking in our supply chain, and will not conduct business with any supplier that uses forced labor, including prison labor, indentured labor, bonded labor, other forms of forced labor, or labor that is in violation of any law.

Masimo takes the following steps to address risks in our supply chain:

- We maintain internal policies for managing our supply chain business partners and adhere to our Code of Business Conduct and Ethics (“Code”).
- We require all employees, directors, officers, and consultants to comply with our Code, which prohibits any form of forced labor, including slavery and human trafficking, in the supply chain.
- We maintain a compliance program and require employees to certify compliance with the Code. We investigate potential violations of the Code and other company policies, and take disciplinary action when necessary.

- We train our supply chain management and staff on applicable company procedures.
- We evaluate suppliers through questionnaires and risk-based assessments.
- We require our suppliers to comply with all applicable laws and regulations.

We have implemented a due diligence process regarding the source and chain of custody of some minerals in the supply chain that originate in the Democratic Republic of the Congo or adjoining countries. We continue to expand our efforts to identify and assess other potential areas of modern slavery risk.

Consultation and Approval

Masimo Corporation and Masimo Australia collaborated in preparing this statement and has been approved by the directors.



Joe E. Kiani
Masimo Corporation



Trevor MacLeod
Masimo Australia Pty. Ltd.