

AUSTRALIA MODERN SLAVERY STATEMENT

This joint statement is published in accordance with the Commonwealth Modern Slavery Act 2018 ("the Act"). It sets out the steps that Fisher & Paykel Healthcare Corporation Limited (ARBN 098 026 281) and Fisher & Paykel Healthcare Pty. Limited (ACN 005 484 999) has taken during the financial year ending March 2021, and will continue to take, to prevent modern slavery in its business and supply chains. Unless otherwise specified, all references to Fisher & Paykel Healthcare in this statement are references to Fisher & Paykel Healthcare globally, including Fisher & Paykel Healthcare Corporation Limited and Fisher & Paykel Healthcare Pty. Limited.

Fisher & Paykel Healthcare

Fisher & Paykel Healthcare is a leading designer, manufacturer and marketer of products and systems for use in respiratory care, acute care, surgery and in the treatment of obstructive sleep apnea. Fisher & Paykel Healthcare is headquartered in New Zealand with people based in approximately 45 countries.

At Fisher & Paykel Healthcare we see corporate social responsibility and sustainability as inextricably linked to the way we do business and we are committed to conducting our business with integrity and in a legal and ethical manner.

Our supply chain

Fisher & Paykel Healthcare Corporation Limited is the parent company of the Fisher & Paykel Healthcare group of companies. Fisher & Paykel Healthcare Pty. Limited is a subsidiary member of the group and distributes Fisher & Paykel Healthcare products in Australia. At Fisher & Paykel Healthcare we strive to establish our company values and beliefs across our supply chain.

Fisher & Paykel Healthcare manufactures its products in New Zealand and Mexico. We have distribution centres located around the world and a network of distributors. We use air, sea, road and rail freight, with a focus on sustainable methods of transportation. We source materials from all over the world and look for socially responsible partners to support our growth.

Our commitment to human rights

Fisher & Paykel Healthcare fully supports the principles in the United Nation's declaration on Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, including non-discrimination, freedom of association and collective bargaining and freedom from forced and child labour.

We seek to uphold human rights in all business activities and are committed to compliance with the Act and building a supply chain that supports our approach to corporate social responsibility and sustainability.

Our policies

At Fisher & Paykel Healthcare we have processes that address modern slavery risks and which drive our purchasing decisions to consider a holistic approach across economic, environmental and social aspects. These policies include:

- **Code of Conduct**

The Code of Conduct applies to all directors, executives, employees and contractors of Fisher & Paykel Healthcare globally and sets out expectations of how we conduct business in a legal, ethical and safe way. This includes the standards we uphold in our relationships with our own people and those we do business with.

- **Supplier Code of Conduct**

We treat our business partners fairly and ethically and in turn we expect our business partners to operate in a fair, legal and ethical manner. The Supplier Code of Conduct reflects our values and our expectations for the conduct of all suppliers, contractors, consultants and their affiliates, who provide goods or services to our group of companies. The Supplier Code of Conduct sets out the minimum standards expected of suppliers and failure to comply with the Supplier Code of Conduct may result in termination of the arrangements between Fisher & Paykel Healthcare and the Supplier.

Amongst other aspects, the Supplier Code of Conduct requires suppliers to treat people with dignity and respect, including by:

- not hiring or using forced, compulsory and / or child labour;
- promoting awareness around the importance of a diverse and inclusive workforce;
- having systems in place for the review of internal policies and practices in order to have an inclusive approach; and
- respecting employee rights to freedom of association and collective bargaining.

Due diligence and risk assessment of modern slavery risks in our supply chain

All new suppliers are provided with a copy of the Supplier Code of Conduct and must confirm their commitment to comply with the Code.

We have a supplier assessment form for suppliers whose goods or services are used to manufacture products, or impact the safety of our products or people, to complete. This enables us to assess the supplier and (where applicable) their subcontractors' history and commitment to ensuring fair, ethical and legal employment practises and the eradication of child, forced or compulsory labour in the supply chain.

Fisher & Paykel Healthcare completes a global sustainability risk assessment annually based on our knowledge and understanding of the sustainability impacts relating to the materials we source, our supply chains and our sourcing countries. We apply our risk assessment filters to any suppliers that are identified within the high-risk category. This procedure provides a framework for identifying, monitoring and addressing risk with respect to commodities we manage across our supply network.

Fisher & Paykel Healthcare intends to continue to develop a framework to meet ISO 20400 standards, to integrate quality management audits with sustainability audits, and to provide further guidance to our small and medium enterprise vendors.

Our actions to assess and address modern slavery risks within our business and supply chain is an ongoing process, and we are putting plans in place to review the effectiveness of our actions so that they can continue to be built upon.

Our training


All staff globally are required to undergo training on the Code of Conduct.

Quality, procurement and sourcing staff receive additional training on the principles and processes that Fisher & Paykel Healthcare follows in managing its supply chain, including the above due diligence and risk assessment and management processes and procedures.

Fisher & Paykel Healthcare and the Modern Slavery Act

Fisher & Paykel Healthcare Corporation Limited will continue to update its policies and procedures and consult the entities it owns and controls to look at how it can address the issue of modern slavery within its business and supply chain. Fisher & Paykel Healthcare Pty. Limited does not own or control any other entities.

This statement has been approved by the Board of Directors of both Fisher & Paykel Healthcare Corporation Limited and Fisher & Paykel Healthcare Pty. Limited.



Lewis Gradon

Managing Director

Fisher & Paykel Healthcare Corporation Limited

9 SEPTEMBER 2021



David Boyle

Managing Director - Australia

Fisher & Paykel Healthcare Pty. Limited

9 September 2021