

2024 Modern Slavery Statement

This is the Modern Slavery statement for Getinge for the financial year ended 31 December 2023 and is prepared in accordance with the Commonwealth Modern Slavery Act 2018. This statement sets out the steps taken and the ongoing initiatives being implemented by Getinge to ensure modern slavery and human trafficking is not taking place in Getinge's business or supply chains.

This statement is made by Getinge Australia Pty Ltd ABN 67 009 673 518.

This statement has been supported by our leadership and formally approved by the Getinge Australia Pty Ltd. Board of Directors on 11th June 2024.

Organization, structure, operations and supply chains

Getinge is a global provider of innovative solutions for operating rooms, intensive-care units, hospital wards, sterilization departments and for life science companies and institutions. Getinge employs approximately 11,700 employees spread globally across 38 countries, supporting commercial activities, production, corporate roles, research and clinical studies. Getinge's core production is actually conducted in 7 countries and Getinge's production sites hold different ISO certifications.

Getinge's corporate headquarters are located in Gothenburg, Sweden, and the parent company Getinge AB (publ) is listed on Nasdaq Stockholm. For more information about who we are and what we do please visit www.getinge.com/int/about-us/.

The parts of Getinge's supply chains where there is a risk of slavery and human trafficking taking place are predominantly in extraction of metals and minerals and in transportation.

Some of Getinge's products contain tantalum, tin, tungsten and gold, most often in electronic devices needed in Getinge's products. These metals, often named 3TG, have become known as 'conflict minerals' because they may be, in part, sourced from the Democratic Republic of Congo (DRC) where a long civil war is ongoing. Illegal armed groups control some of these mines and transit routes to fund their violent operations.

Getinge is committed to having a conflict-free supply chain and when conflict minerals are used in Getinge's products, Getinge conducts due diligence activities on its supply chain to reasonably ensure that if the minerals originate from within the conflict area they are from conflict-free sources. For more information on Getinge's position on conflict minerals please visit www.getinge.com/int/about-us/our-responsibility/conflict-minerals/.

Our Code of Conduct and Human Rights Policy

Getinge has signed the UN Global Compact Initiative and supports the ten principles of the UN Global Compact on Human Rights, Labor, Environment and Anti-Corruption. All Getinge employees are required to follow the company Code of Conduct and accompanying policies, which stipulate how the company does business and describes the company's and the employees' responsibilities to its stakeholders. Since 2019 Getinge has issued a dedicated Policy on Human Rights, accepted and adopted by the Getinge AB Board of Directors and implemented worldwide in Getinge. According to Getinge's Human Rights Policy, forced labour, including debt bondage, trafficking and other forms of modern slavery are not accepted in any of Getinge's businesses. Getinge's Human Rights Policy is available at www.getinge.com/int/about-us/sustainability/social-responsibility/.

Getinge's commitment to human rights is set out in Getinge's Code of Conduct and Human Rights Policy which is applicable for everyone working for and on behalf of Getinge; employees, consultants, controlled companies as well as suppliers and business partners. Training about Getinge's Code of Conduct and Human Rights Policy is regularly conducted as part of Getinge's Global Ethics & Compliance program. Getinge's Code of Conduct (including the Human Rights Policy) is available at www.getinge.com/code-of-conduct. In 2022, Getinge launched a Human Rights Impact Assessment project. The focus of the ongoing initiative is to understand and monitor the evolving regulatory landscape, educate key stakeholders, identify salient risks related to Getinge business, and develop mitigating, risk-based strategies as an integrated part of Getinge's risk management processes.

Business Partner Code of Conduct and Due Diligence

Getinge is committed to working with the right Business Partners to support its business based on social responsibility, ethical, environmental and commercial aspects including the principles of the Modern Slavery Act 2018 (Cth).

During 2021 Getinge revised its expectations on its suppliers which resulted in a new Business Partner Code of Conduct that is actively implemented.

Getinge's Code of Conduct for Business Partners articulates Getinge's commitment to responsible leadership and sets forth the business principles that Getinge expects all its Business Partners to comply with in the course of their business relationship with Getinge. It includes references on how to report misconduct and additionally makes available the Getinge Speak Up line. Getinge's purchasing function is responsible for implementing the Business Partner Code of Conduct and responsible sourcing principles, with support from Ethics and Compliance. To match the updated expectations the supplier qualification process was reviewed during 2022 to include environmental, social and governance dimensions in addition to quality dimensions. The supplier qualification process is based on applicable laws, regulations, ISO-certification and best practice. Getinge focuses on sourcing from "Preferred Group Suppliers" to capture synergies and build long-term relations with suppliers sharing Getinge's values.

During 2020 Suppliers could already sign the Getinge Business Partner Code of Conduct, where the Supplier agrees on Getinge's position on conflict minerals (see above) and standards of ethics. The Business Partner Code of Conduct is structured in accordance with the four focus areas identified in the UN Global Compact (human rights, labour conditions, environment and anti-corruption). The Business Partner Code of Conduct outlines the minimum standards Getinge requires its suppliers to comply with when doing business with Getinge in addition to overserving and complying with all applicable laws, regulations and industry standards. Getinge's current Business Partner Code of Conduct is available at www.getinge.com/int/about-us/business-ethics.

Due Diligence Processes

To manage third party representative risk, Getinge established a Business Partner Risk Management Office in its Shared Service Centre in Krakow in 2019. A new mandatory third party engagement process was established and implemented at the beginning of 2020, with the aim to ensure Getinge only forms business relationships with verified, reputable partners. The focus of this program is currently on defined third parties. Over time and in a manner of prioritization based on areas, categories and jurisdictions where the likelihood and impact of modern slavery and human trafficking are deemed as of high risk Getinge will continue to refine the due diligence process to include updated standards and methodologies to mitigate such risks.

Grievance Mechanisms

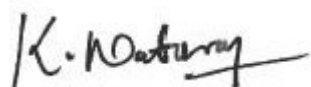
All stakeholders have the opportunity to raise questions and or concerns regarding potential and actual adverse Human Rights impacts by using the Getinge Speak Up Line. The Speak Up Line is available 24/7, 365 days per year on Getinge internal and external webpages and provides the possibility to make reports anonymously. It is also possible to make a report via telephone.

Getinge has established grievance mechanisms and is committed to investigating any concerns. If Getinge discovers any severe adverse human rights impacts, Getinge will act appropriately without delay.

Our conclusion

Getinge is on a journey of improving and ethically growing as a company, putting human rights and supply chain issues at the centre of the company's focus to establish a better and more fair business. Getinge actively encourages its partners and stakeholders to help it progress by, approaching Getinge directly or through the appropriate channels established. Getinge welcomes any feedback and is committed to incorporating such feedback and subsequent actions in subsequent modern slavery and human trafficking statements.

Kartik Natarajan



Managing Director, Getinge Australia Pty Ltd

13th June 2024