



Danaher Australia Modern Slavery Statement

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) (the "Act") and constitutes our Australian operation's modern slavery statement for the financial year ended 31 December 2020.

Danaher Australia Holding Pty Ltd, as the Australian parent company, issues this statement on behalf of itself and its direct and indirect subsidiaries that are Reporting Entities under the Act, as set out in Appendix A.

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 Policies Relevant to Modern Slavery and Human Trafficking

In September 2018 Danaher restated its Code of Conduct, which continues to express the 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 also revised its Channel Partner Code of Conduct, with the revised code of conduct including express provisions directly relevant to modern slavery and human trafficking consistent with the Act.

Danaher also recognises its continued success depends on ensuring our employees conduct business with integrity and in an ethical and responsible manner. Our policies with relevance to modern slavery and human trafficking are:

- Danaher's [Code of Conduct](#) ("Code")
- [Danaher's Supplier Code of Conduct](#)
- Danaher's Channel Partner Code of Conduct
- Danaher's [Conflict Minerals Policy Statement](#)

Danaher 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

We work to continually develop and monitor Danaher's 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.

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 considers that those risks are most prevalent where third or fourth tier suppliers are located in countries with less robust regulatory practices.

Supplier Adherence and Tracking Performance

Danaher 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 we have in place the Danaher Supplier Code of Conduct and we require our suppliers to comply with the same.

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.

Training our Employees

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to ensure that Danaher values are fully communicated and adopted throughout our business.

Consultation Process

For the purpose of preparing this statement, Danaher established a working group consisting of officers and representatives from the Danaher Australia and New Zealand Board. This statement has been completed in consultation with each of the Reporting Entities, as set out in Appendix A, 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 its direct and indirect subsidiaries that are Reporting Entities under the Act, as set out in Appendix A. The undersigned has been duly authorised by each Reporting Entity to sign this statement on their behalf.



Christopher Bavage
President – Danaher ANZ
Director – Danaher Australia Holding Pty Ltd
24 June 2021



Danaher Australia Statement on Modern Slavery

APPENDIX A

The direct and indirect subsidiaries of Danaher Australia Holding Pty Ltd that are Reporting Entities under the Modern Slavery Act 2018 (Cth), for the financial year ended 31 December 2020, are:

- Coulter Electronics Pty Limited
- Danaher Australia Finance Pty Ltd
- DJ Acquisition Pty Ltd
- Global Life Sciences Solutions Australia Pty Ltd
- Leica Biosystems Melbourne Pty Ltd
- Pall Australia Pty Ltd
- Radiometer Medical Sales Pty Limited
- VSE Holdings Pty Ltd