

# Ecosystem Services: Biodiversity Procedure

## Fisher & Paykel Healthcare Corporation Limited

### Introduction

This procedure provides additional detail to assist in the delivery of the Fisher & Paykel Healthcare Environmental & Social Responsibility Policy. It applies to all Fisher & Paykel Healthcare business operations and locations.

### Our Commitments

As stated in the Fisher & Paykel Environmental & Social Responsibility Policy, our intention is to create a positive lasting impact on society and the environment. Fisher & Paykel Healthcare recognises the overall importance of biodiversity to our business. We are committed to the following in our approach:

- Identifying pathways to achieve a net positive impact on biodiversity, using the Science Based Targets for Nature framework which continues to be developed.
- Minimising conversion of natural ecosystems, and promoting restoration and maintenance of natural ecosystems in our direct operations.
- Engaging with stakeholders, including indigenous peoples, adjoining landowners and local community groups.
- Educating our people and creating awareness of biodiversity risks and opportunities in our direct operations.
- Developing our disclosures to outline how F&P assesses biodiversity risks and opportunities.

### Roles & Responsibilities

The Fisher & Paykel Healthcare Board of Directors, with assistance from the Audit & Risk Committee, is responsible for providing overall governance and oversight of the company's environmental and social responsibility practices, including its approach to biodiversity.

The Executive Management Team reports to the Audit & Risk Committee and the wider Board for progress on environmental and social responsibility initiatives.

The Environmental & Social Responsibility Governance group, comprised of stakeholders across the business, is tasked with overseeing a range of environmental and social responsibility workstreams and initiatives. This group reports into three sponsorship members of the Executive Management Team.

*Approved by the Audit & Risk Committee on 24 March 2023*