

# Environmental Management System 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. More detailed internal documentation and resources are made available as part of our external audit to the ISO14001 standard each year.

### Our Commitments

As stated in our Environmental & Social Responsibility Policy, our intention is to leave a positive lasting impact on society and the environment. In addition to our policy Intent & Fundamentals, we are committed to enabling the following in our approach to environmental management:

- Designing, manufacturing, and distributing products in a manner which assesses environmental aspects and impacts and aims to prevent pollution to air, water, and land while protecting the environment.
- Integrating circular economy principles and continuously improving the environmental performance of products throughout their lifecycle.
- Measuring, reporting, and reducing carbon emissions and natural resource use resulting from the company's operations. This includes procured services and resources.
- Monitoring, tracking, and reporting performance against set targets for energy, water, waste, and Science Based Targets for reducing carbon emissions.
- Identifying, quantifying, and addressing climate-related risks and opportunities for our business in different climate futures.
- Empowering our people to set, review and achieve meaningful environmental sustainability objectives and targets. This requires ensuring they have the necessary skills, knowledge, and resources.
- Complying with the letter and spirit of relevant legal and statutory requirements, meeting our responsibilities relating to environmental, social, and ethical risks, aspects, and impacts.
- Monitoring, reporting on, and continually improving our environmental management, energy management, and ecodesign processes and performance.

### 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 environmental management system.

The Executive Management Team reports to the Audit & Risk Committee and the wider Board for progress on Environmental & Social Responsibility initiatives.

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

*Approved by the Audit & Risk Committee on 16 November 2022.*