

# Global Health, Safety and Wellbeing Policy

## Fisher & Paykel Healthcare Corporation Limited

Fisher & Paykel Healthcare is committed to ensuring no harm will come to anyone who is affected by its operations. The importance we place on the health, safety and wellbeing of our people, compliance and continuous improvement, will ultimately contribute to our long-term success and a better quality of life for our people.

The key goals and areas of focus for F&P's health, safety and wellbeing programme are:

- a. **People** – Create through our values and beliefs a positive safety culture, visibly demonstrated by our people, which fosters wellbeing and a healthy and safe work environment.
- b. **Process** – Develop core policies, procedures, processes, and work to eliminate harm through proactive management of events and exposure to risk.
- c. **Plant and Equipment** – Ensure a healthy and safe work environment, through effective procurement, design and maintenance processes.

The HSW Policy statement is supported by F&P's global HSW Management Systems Framework, that includes:

- a. Core Standards – minimum requirements for HSW systems and processes.
- b. Critical Risk Standards – mandatory requirements for managing our critical risks.
- c. Safe Work Systems Standards – control processes for our non-routine high risk work.

To ensure F&P can meet its commitment to excellence in health, safety and wellbeing, the following accountabilities have been established:

- a. The Board of Directors is responsible for exercising due diligence, approving the overall health, safety and wellbeing strategy, holding management to account for the implementation of that strategy and compliance with this Policy.
- b. The F&P Executive Team is responsible for implementation and ensuring ongoing compliance with this Policy, all related F&P system procedures and all health and safety laws.
- c. All F&P employees are responsible for ensuring ongoing compliance and effectiveness with this Policy and all related F&P system procedures, and compliance with all health and safety laws.
- d. All contractors, consultants and third parties are responsible for ensuring ongoing compliance with this Policy and all related F&P system procedures, and compliance with all health and safety laws.

*Approved by the Board in November 2021.*