



Fisher & Paykel Healthcare

# **MODERN SLAVERY STATEMENT**

## FISHER & PAYKEL HEALTHCARE MODERN SLAVERY STATEMENT

Fisher & Paykel Healthcare Corporation Limited is a New Zealand incorporated company listed on both the New Zealand Stock Exchange (NZX: FPH) and the Australian Securities Exchange (ASX: FPH), and the parent company of the Fisher & Paykel Healthcare Group.

This statement has been made by:

- Fisher & Paykel Healthcare Pty. Limited (Australia) (ACN 005 484 999) and Fisher & Paykel Healthcare Corporation Limited (ARBN 098 026 281), in accordance with the Australian Modern Slavery Act 2018 (Cth) ("**Australian Act**");
- Fisher & Paykel Healthcare Limited (UK) (CN 02887128) in respect of the UK Modern Slavery Act 2015 ("**UK Act**"); and
- Fisher & Paykel Healthcare Limited (Canada) (Business Number 82346 5653 RT0001) in respect of the Fighting Against Forced Labour and Child Labour in Supply Chains Act ("**Canadian Act**").

This statement identifies the steps taken against slavery and human trafficking by the Fisher & Paykel Healthcare Group (Fisher & Paykel Healthcare Corporation Limited and its wholly-owned subsidiaries), ("**Fisher & Paykel Healthcare**", "**we**", "**our**").

This statement outlines the steps we have taken during the financial year ended 31 March 2026 to identify and prevent modern slavery within our business and supply chains. This statement also outlines the actions we have taken to assess and address modern slavery risks as well as how the effectiveness of those actions has been measured.

## Who we are

Fisher & Paykel Healthcare is a leading designer, manufacturer and marketer of products and systems for use in acute and chronic respiratory care, surgery and the treatment of obstructive sleep apnea.

Our medical devices and technologies help clinicians deliver the best possible patient care. They enable patients to transition into less-acute care settings, recover more quickly and avoid more serious conditions. Our firm belief in doing the right thing and creating a positive lasting impact goes beyond our commitment to patients – it also applies to our supply chain.

We are headquartered in New Zealand with people based in more than 50 countries.

## Where we operate



**50+**

Countries with  
F&P people

**2,724**

People in North America,  
including Mexico

**408**

People in Europe

**3,897**

People in New Zealand

**600**

People in the  
rest of the world

## How our business works

Fisher & Paykel Healthcare Corporation Limited is the parent company of the Fisher & Paykel Healthcare Group. Fisher & Paykel Healthcare Limited (UK), Fisher & Paykel Healthcare Pty. Limited (Australia) and Fisher & Paykel

Healthcare Limited (Canada) are members of the Fisher & Paykel Healthcare Group, and market, sell and distribute Fisher & Paykel Healthcare products in the United Kingdom, Australia and Canada respectively.

All members of the Fisher & Paykel Healthcare Group have the same global policies, with local procedures for any country-specific regulatory requirements. Members of Fisher & Paykel Healthcare Group have several shared suppliers and operate in the same sector, which allows us to provide a consolidated joint statement.

The needs of our customers and their patients drive everything we do.

We call this **Care by Design.**



# Our supply chain

We are focused on building trusted long-term relationships with our suppliers across the globe, promoting safe working environments and sustainable outcomes.

We manufacture our products and therapies in New Zealand, North America and China, while the raw materials and components used in our manufacturing come from a network of global suppliers. We have distribution centres located around the world and a network of distributors. We use sea, road, rail and air freight, with a focus on less carbon-intensive methods of transportation where possible.

As part of our efforts to source responsibly and uphold human rights in our supply chain, we select and collaborate with suppliers that align with our values, and provide education and support on relevant standards. This is all anchored in our view that social responsibility and sustainability are inextricably linked to the way we do business.



## Overview of our supply chain



**2,000+**

**TIER 1 SUPPLIERS** to New Zealand, Mexico and China manufacturing sites

**BASED IN**  
**20+**  
**COUNTRIES**

**ACROSS**  
**4**  
**CONTINENTS**

# Eradicating modern slavery

As part of our commitment to do the right thing, we recognise that we have a role to play in guarding against and eradicating modern slavery. We have processes in place that identify and address modern slavery risks within our supply chain and aid our procurement decisions.

These include our Code of Conduct, Supplier Code of Conduct, Sustainable Procurement Framework, and Environmental & Social Responsibility (ESR) engagement programme. We understand that these processes do not eliminate the risk of modern slavery and continue to remain focused on raising awareness, assessing our suppliers, and supporting them to address modern slavery risks.

We fully support the principles in the United Nations (UN) Universal Declaration of Human Rights and Convention on the Rights of the Child and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work, including non-discrimination, freedom of association and collective bargaining, and freedom from forced and child labour.



## Modern slavery risks in our operations and supply chains

Fisher & Paykel Healthcare Group has assessed the key modern slavery risks in its operations and supply chains within New Zealand and internationally. We consider our potential exposure to modern slavery risks to be moderate, and address these risks through ongoing assessment and management processes.

To determine where the biggest risk of potential modern slavery lies within our supply chain, we identify supplier locations which have a high prevalence of modern slavery, undertake due diligence and evaluate direct suppliers that provide products or services used in our medical devices or in the manufacturing of such devices.

While we source materials and services globally, a large portion originates from suppliers in Asia and North America, with highest-risk categories being electronics and textiles.

We acknowledge that the highest-risk factors which could potentially link to modern slavery violations within our supply chain and operations relate to the use of forced labour, with particular risks for migrant workers. Specifically, use of forced labour covers potential risks for deceptive recruitment of labour, including retention of passports and other identity documents, or poor working conditions and pay.

## Our approach to addressing modern slavery risks

We are committed to building a supply chain aligned with our approach to social responsibility and sustainability. Our approach is holistic and considers economic, environmental and social factors.

## Sustainable procurement framework

We have developed a sustainable procurement framework which is aligned in principle to ISO 20400 Sustainable Procurement. This enables us to identify, monitor and address supply chain risk, including modern slavery risk, and provides the foundation to build a culture of awareness and knowledge on social and environmental topics relevant to our supply chain. We use an integrated enterprise resource planning system and a strong quality management system to ensure that our supply chain is transparent and coordinated across our global network.



### Supplier risk assessment

We complete a supply chain risk assessment annually based on our knowledge and understanding of the sustainability impacts relating to the materials we source, our supply chain and sourcing countries.

Using a heat map, we identify the geographical regions where our suppliers are located and cross-reference the prevalence of modern slavery in those regions with the most recent Global Slavery Index.

Building on this analysis, we apply a modern slavery risk segmentation to Tier 1 suppliers of products that are used in our medical devices or their manufacturing to prioritise supplier engagement. This is carried out annually. Our risk assessment methodology assesses the likelihood of modern slavery and the business impact.

### Assessment of suppliers

We undertake due diligence and evaluate our suppliers on social responsibility criteria to understand their risk profile. Our supplier assessments cover governance, ethical and legal employment practices as well as the eradication of child, forced or compulsory labour in their supply chain and operations.

We use multiple tools including third-party provided sustainability platforms, desktop analysis, in-house ESR questionnaires and surveys and in-person visits. We also contract with third parties to assist with deep-dive assessments.

To support our suppliers in high-risk regions and to ensure transparency, our local teams personally interact with and visit our suppliers, where possible, to understand and evaluate

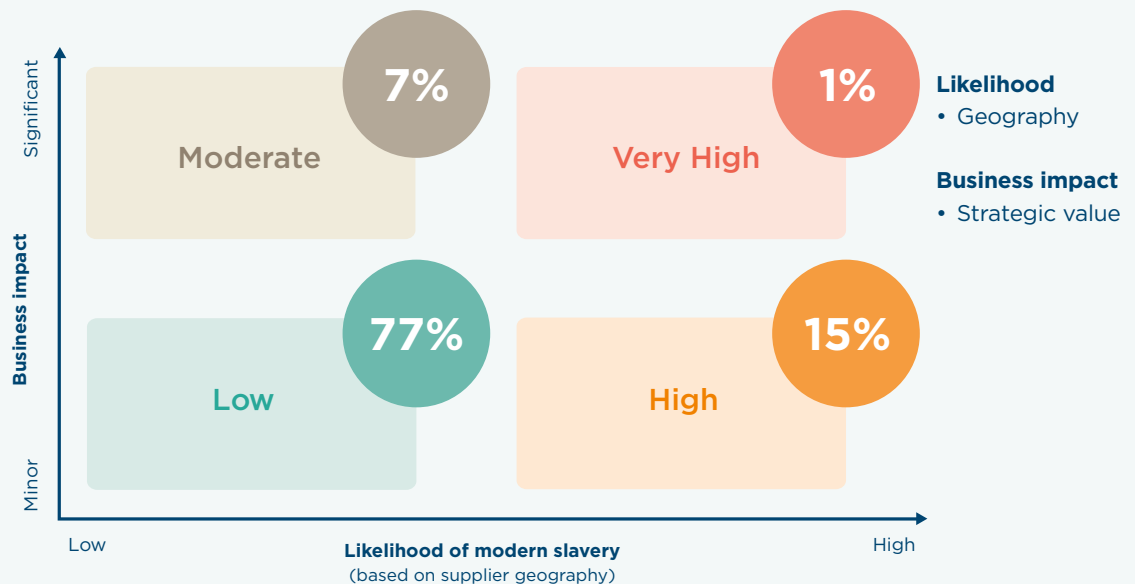
### Supplier segmentation

Our supplier segmentation for the 2026 financial year is provided below, highlighting the percentage of suppliers in each quadrant.

This segmentation applies to Tier 1 suppliers of products that are used in our medical devices or in their manufacturing.

Likelihood of modern slavery risk is informed by supplier geography, using the Global Slavery Index, while business impact is assessed based on strategic value.

Our supplier segmentation influences decisions on prioritisation and evaluation as part of our ESR engagement programme.



their operations. We have on-the-ground support for suppliers in New Zealand, Mexico and China, where we have a larger presence. We have a sustainable procurement manager based in Hong Kong to support all suppliers within the Asia region, which we have identified as having a high potential for modern slavery.

Our Australian, UK and Canadian operations (comprised of sales and distribution), predominantly procure goods and services from local suppliers. This allows us to work closely with them and evaluate any potential modern slavery risks with regular engagement.

If a potential or actual modern slavery incident is identified in our supply chain or operations, it is treated in a similar way to other violations, such as a material health and safety incident. Our approach primarily focuses on engaging and collaborating with suppliers where any potential breaches have been identified, to educate and implement remedial measures. This includes corrective actions to address the underlying causes of violations to prevent reoccurrence. In the event that a supplier does not engage with us or fails to remediate a material issue, we would consider appropriate next steps, including suspending sourcing or supply of services and/or terminating the relationship.

### Collaborating with our suppliers

We are focused on building trusted long-term relationships with our suppliers and collaborating with our supply chain to continuously improve performance and raise standards across our global network. We want to learn from, educate and support our suppliers to create better social responsibility outcomes.

Through our sustainable procurement framework, we have categorised suppliers based on the level of their social responsibility practices, as shown below.

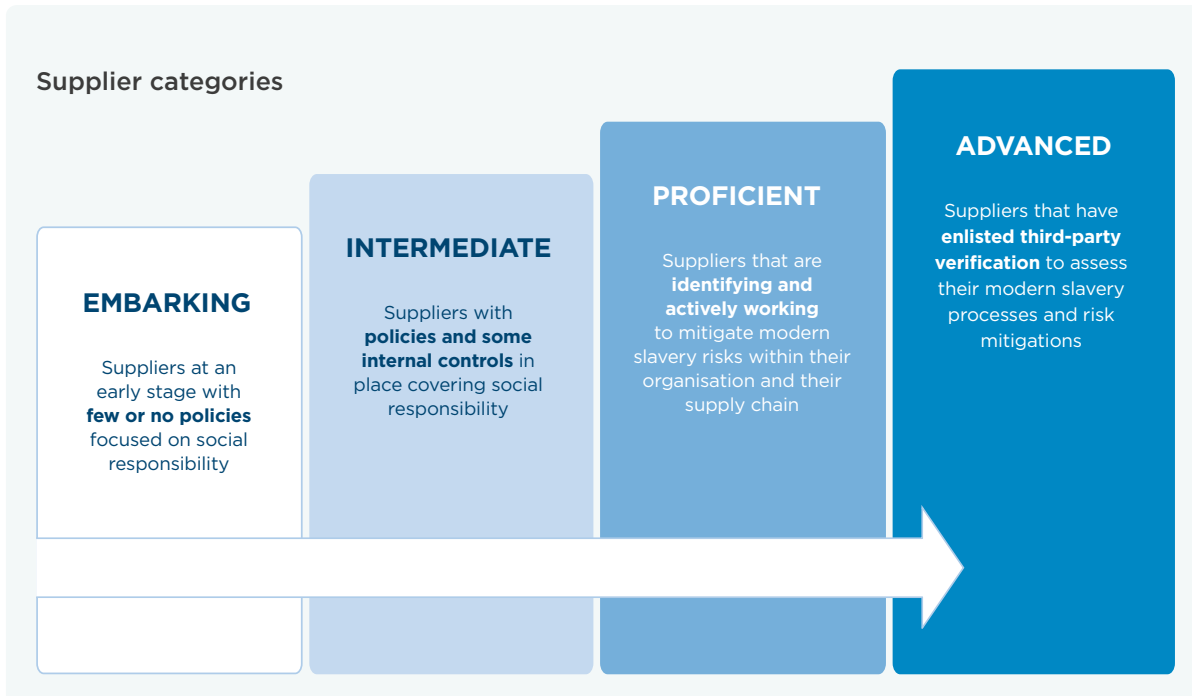
Incorporating supplier categorisation within our sustainable risk-based approach enables us to prioritise our activities with suppliers and provides a baseline for development. As part of our ESR engagement programme, we continue to assess and support Embarking and Intermediate suppliers to progress and achieve a Proficient status.

### Governance

Our sustainable procurement framework is managed by the Supply Chain team, with a specialist team responsible for the customised ESR engagement programme. Oversight is provided by the executive management team. The Audit and Risk Committee of the Board reviews our company's social risk management framework, and record of performance and proposed actions relating to our sustainable procurement framework.

### Our training

All Fisher & Paykel Healthcare employees globally are required to complete regular training on our Code of Conduct. Employees working in Quality, Procurement and Sourcing receive additional training on the principles and processes we follow to manage our supply chain, including our due diligence, onboarding and risk assessment and management processes and procedures.



## Our policies focused on addressing modern slavery risks

We have a number of policies and procedures that address modern slavery risks and drive our purchasing decisions. These include our Code of Conduct, Supplier Code of Conduct, Speak Up Procedure, Environmental & Social Responsibility Policy and Responsible Minerals Sourcing Procedure. These are regularly reviewed to ensure they remain effective, fit for purpose and aligned with regulatory and governance expectations.

### Code of Conduct

We expect our employees and directors to maintain high ethical standards. Our Code of Conduct sets out these standards and covers a range of areas relevant to legal and ethical behaviour. These include competing fairly, health and safety, workplace free from harassment and bullying, data protection and privacy, working with customers and suppliers, sanctions compliance and combating bribery and corruption.

### Supplier Code of Conduct

Our Supplier Code of Conduct reflects our values and expectations for suppliers, contractors and consultants who provide goods or services to Fisher & Paykel Healthcare. The Supplier Code of Conduct sets out minimum standards expected of suppliers and is based on the standards and principles outlined in the Ten Principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

Our Supplier Code of Conduct sets out the requirements for suppliers to treat people with dignity and respect, including:

- not hiring or using forced, compulsory and/or child labour
- actively supporting eradication of modern slavery by taking measures to identify and mitigate modern slavery risks within supply chains
- promoting awareness around the importance of a diverse and inclusive workforce
- complying with all applicable laws and regulations, including those related to freedom of movement, wages, benefits and working hours
- promoting and maintaining a health and safety culture within their organisation
- respecting employee rights to freedom of association and collective bargaining
- enabling effective grievance mechanisms to enable workers to report concerns confidentially and without fear of retaliation, intimidation, harassment or discrimination
- conducting their business ethically and with integrity.

Our suppliers must confirm their commitment to our Supplier Code of Conduct. Should a supplier fail to comply with the Code, we would work with the supplier to identify and mitigate risks to support them to change their behaviour and general practices addressing modern slavery risks. Continued or repeated breaches of the Code may result in termination of the arrangements between us.

### Speak up Procedure

We have a global Speak Up Procedure (whistleblowing/protected disclosures) that outlines how employees and suppliers can report potentially unethical or illegal behaviour, including suspected or actual modern slavery

violations. Reports can be made confidentially to internal Speak Up Officers or through an independent reporting system managed by Deloitte. The process supports transparency across the supply chain and provides a mechanism for disclosure without fear of reprisal.

## Environmental & Social Responsibility Policy

The intention of our Environmental & Social Responsibility Policy is to create a positive lasting impact on society and the environment. One of the fundamental ways in which we want to achieve this is through verifying and validating our environmental, social and ethical performance, and that of our suppliers. It sets out that we will collaborate with others to continuously improve this performance. This includes building trusted long-term relationships to create better outcomes for all, as well as striving to provide a high quality of life for our employees and support our suppliers to do the same for their people.

## Responsible Minerals Sourcing Procedure

Our Responsible Minerals Sourcing Procedure sets out the way Fisher & Paykel Healthcare will source and use minerals. We work with existing suppliers and monitor supply chain risks related to conflict minerals to ensure responsible minerals sourcing.

As part of the ongoing process of due diligence, we steer our suppliers (and their supply chains) to source minerals from smelters validated through the Responsible Minerals Assurance Process or an alternative equivalent. Our process for responsible minerals sourcing is consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

## Our assessment of the effectiveness of our approach

At Fisher & Paykel Healthcare, we are committed to reviewing our supply chains and operations to continuously assess modern slavery risks. As a large organisation with a complex supply chain, we acknowledge that we need to continue to treat this as a priority.

We are not aware of any modern slavery violations in our supply chain and operations during the 2026 financial year.

### Supply chain assessment activities in FY26

Responsible supply chain assessments were performed on our direct (Tier 1) suppliers through a combination of self-assessment surveys, research on suppliers' publicly available disclosures, third-party assessments, site visits and audits.

### ESR assessments

During the 2026 financial year, we assessed 43 Tier 1 suppliers. Of these, 16 were assessed as operating at Proficient or Advanced levels under our social responsibility categorisation criteria.

We engaged with 26 Tier 1 suppliers through our one-to-one ESR engagement programme to support capability development. As a result of this engagement, eight suppliers were upgraded to Proficient or Advanced, and a further two suppliers progressed to Intermediate status.

We also supported selected Tier 1 suppliers to assess their own supply chains. Through this process, nine Tier 2 suppliers were assessed, with two upgraded to Proficient under our social responsibility categorisation criteria.

### Responsible supply chain audits

We conducted on-site responsible supply chain audits. Through this process, one Tier 1 and one Tier 2 supplier were identified as having potential non-compliance with local labour laws, regarding payment of wages for overtime and exceeding maximum working hours and safe working conditions, including satisfactory health and safety processes and adequate management of risk.

Both suppliers have been placed on corrective development plans. All remediation actions are progressing as planned and are expected to be completed during the 2027 financial year.

Development plans for two suppliers identified in the 2025 financial year were completed during the 2026 financial year following the remediation of all identified issues. This included one supplier that had sourcing of new business suspended in the 2025 financial year, who has now been reinstated to fully qualified status.



## Key progress in FY26

- **HOSTED** Supplier event in New Zealand bringing together local and international suppliers to educate and recognise suppliers in social responsibility

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- **CONDUCTED** one-to-one engagements with 26 Tier 1 suppliers through the ESR programme, resulting in improved social responsibility categorisation for 10 Tier 1 suppliers

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- **SUPPORTED** selected Tier 1 suppliers to assess nine Tier 2 suppliers, leading to improved social responsibility categorisation for two Tier 2 suppliers

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- **ROLLED OUT** enhanced supplier scorecard, including metrics for social responsibility

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- **STRENGTHENED** our internal responsible sourcing capability with one team member qualifying as a Social Systems Auditor in line with SA8000, ISO 19011 and ISO 17021 principles

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## Future focus areas for FY27 and FY28

### ENHANCING GOVERNANCE

- Increase awareness of our Supplier Code of Conduct through the development of digital learning resources to support supplier understanding of expectations, including labour and human rights standards.
- Review and strengthen our sustainable procurement framework, escalation management and supporting processes to ensure effectiveness.

### RISK ASSESSMENT AND MANAGEMENT

- Progress the mapping of multiple tiers of our supply chain to improve visibility of modern slavery risks within key commodities.
- Enhance assessments of suppliers' policies and practices, including the effectiveness of grievance mechanisms.
- Strengthen contractual requirements to reinforce expectations related to ethical conduct and modern slavery risk management.
- Continue developing and monitoring key performance indicators to measure the effectiveness of our approach and drive continuous improvement.

### BUILDING INTERNAL CAPABILITY

- Increase employee awareness of modern slavery risks through targeted training.



## Consultation in preparing this statement

In the preparation of this consolidated statement, Fisher & Paykel Healthcare Corporation Limited actively engaged and consulted with Fisher & Paykel Healthcare Limited (NZ), Fisher & Paykel Healthcare Limited (UK), Fisher & Paykel Healthcare Pty. Limited (Australia) and Fisher & Paykel Healthcare Limited (Canada). We discussed the reporting requirements under the Australian Act, the UK Act and the Canadian Act, as well as information regarding the steps we intend to take and focus areas for FY27 and FY28.

This joint statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth), the United Kingdom’s Modern Slavery Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.



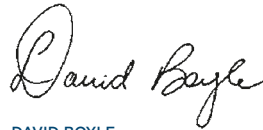
**LEWIS GRADON**  
MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER  
FISHER & PAYKEL HEALTHCARE CORPORATION LIMITED



**MARK CROSS**  
AUDIT AND RISK COMMITTEE CHAIR  
FISHER & PAYKEL HEALTHCARE CORPORATION LIMITED

### Australia

This statement has been approved by the Board of Directors of Fisher & Paykel Healthcare Corporation Limited and Fisher & Paykel Healthcare Pty. Limited (Australia) in respect of the Australian Act.



**DAVID BOYLE**  
MANAGING DIRECTOR  
FISHER & PAYKEL HEALTHCARE PTY. LIMITED (AUSTRALIA)

### United Kingdom

This statement has been approved by the Board of Directors of Fisher & Paykel Healthcare Limited (UK) in respect of the UK Act.



**SAM FRAME**  
MANAGING DIRECTOR  
FISHER & PAYKEL HEALTHCARE LIMITED (UK)

### Canada

This statement has been approved by the Board of Directors of Fisher & Paykel Healthcare Limited (Canada) in respect of the Canadian Act.



**JUSTIN CALLAHAN**  
DIRECTOR  
FISHER & PAYKEL HEALTHCARE LIMITED (CANADA)

