



Supplier Speak Up Procedure

July 2026

Scope

This Procedure document should be read alongside the Fisher & Paykel Healthcare (“F&P”) Global Speak Up Procedure. If you have a concern that you believe falls within the scope of the Global Speak Up Procedure, please follow the process below to raise this.

How do I raise an issue I’m concerned about?

If you have a concern about conduct that breaches F&P’s Supplier Code of Conduct or dishonest, unsafe, unethical, illegal or other similar conduct occurring within F&P’s supply chain you should follow the Speak Up Report procedure below.

If you raise a concern, in good faith, then the matter will be taken seriously and investigated as required. F&P will also ensure that if you raise concerns in good faith, you will not be subject to any form of retaliatory action by F&P.

It is important that any concerns you raise are genuine and not based on speculation, gossip or rumor. Alleging improper conduct on the part of another person can be damaging to that person and others, and so it is important that allegations can be supported with facts.

Making a Speak Up Report

You may submit a Speak Up Report to one of the Speak Up Officers by following one of the processes below.

1.

Complete the Speak Up Report Form

A copy of the Speak Up Report Form is attached at Appendix 1. Once you've completed this, send it to one of F&P's Speak Up Officers. F&P's Speak Up Officers are:

Nicola Talbot
Vice President Human Resources
nicola.talbot@fphcare.co.nz

OR

Raelene Leonard
General Counsel & Company Secretary
raelene.leonard@fphcare.co.nz

2.

Make a report through our independent reporting service, Fisher & Paykel Healthcare Speak Up.

Please note that this service is managed by an external provider on behalf of F&P, and you can choose to make an anonymous report using this service by using one of the following methods:

If you are based in **China**:

- a. By phone on 400-997-5080
- b. By visiting the website www.fphspeakup.com.cn

If you are based in **France** or **Germany**:

- a. By visiting the website eu.deloitte-halo.com/whistleblower/website/fphealthcarespeakup

If you are based in **Mexico**:

- a. By phone on 800 099 0773
- b. By email at FPHspeakup@deloitte.com.au
- c. By visiting the website www.FPHspeakup.deloitte.com.au

If you are based in **any other country**:

- a. By email at FPHspeakup@deloitte.com.au
- b. By visiting the website www.FPHspeakup.deloitte.com.au

What happens after I Speak Up?

Once you have informed the appropriate person of your concern, there will then be an initial assessment of the issue and what action should be taken. You will be told:

- Who is handling the matter;
- How you can contact them;
- Whether further assistance may be needed; and
- If it is more appropriate for you to use an alternative procedure.

The investigation process, and the person or persons appointed to conduct the investigation, will vary depending on the nature of the alleged conduct, the amount of information provided, and any sensitivity regarding confidentiality.

In the case of a matter regarded as being of a serious nature, the issue will be drawn to the attention of the appropriate Board committee. The Speak Up Officers will also consider any reporting obligations.

Protection from retaliation

F&P has zero tolerance for any acts of reprisals, discrimination, harassment or retribution as a result of your disclosure.

Confidentiality

In carrying out an investigation, F&P understands the need to protect your identity and to conduct investigations on a confidential basis. Efforts will be made not to disclose identifying information about you, other than to those who need to know for the purposes of a fair and effective investigation, and at all times within the bounds of relevant laws.

F&P will endeavor to notify you and seek your prior consent before disclosing information that is likely to identify you. It is important to note that if you do not consent to the disclosure, this may have a significant impact on F&P's ability to carry out an effective investigation. There may be certain circumstances where F&P has an obligation to quickly act on or share certain information to comply with the law or protect against a serious threat to you or someone else's life or health or safety. In such circumstances F&P may be unable to reasonably obtain your consent prior to sharing information that may identify you. If this happens, F&P endeavors to notify you without undue delay.

The person handling the matter may also not be able to advise you of the precise action taken where this would infringe a duty of confidence owed to another person. The procedure will be as open as possible subject to these constraints. When the investigation has been concluded, you will be advised and informed of the outcome where possible.

If you have specific concerns about the confidentiality of your identity or any personal information you provide, you can contact the F&P Privacy Team (privacy@fphcare.com).

Speaking Up externally

There may be circumstances where it may be appropriate to make a disclosure to an external body, such as external auditors or regulatory authorities.

If you are unsure who you should raise your concern with, you may wish to contact the Speak Up Officers.

Appendix 1

F&P Speak Up Report Form

TO: (circle one)

☐ **Nicola Talbot** Vice President Human Resources — nicola.talbot@fphcare.co.nz

☐ **Raelene Leonard** General Counsel & Company Secretary — raelene.leonard@fphcare.co.nz

FROM:

(This information is required in order to investigate your Report. If you are not comfortable providing these details, you can make an anonymous report using the Fisher & Paykel Healthcare Speak Up independent reporting service, as set out above under 'Making a Speak Up Report'.)

NAME:

ROLE:

DISCLOSURE & CONFIDENTIALITY

I wish to disclose the information set out in this Speak Up Report Form (the **Information**).

I understand that F&P will keep my disclosure and identity confidential as far as possible.

However, I acknowledge that this may be subject to the exceptions outlined in the Procedure documents, and that I have the choice to consent to the disclosure of my identity.

CONFIRMATION

I confirm that:

☐ I have read and understood F&P's Global Speak-Up Procedure and the Supplier Speak Up Procedure;

☐ I believe on reasonable grounds that the Information is true or likely to be true; and

☐ I have disclosed the Information so that the matter can be investigated.

I further confirm that I consent to my identity being disclosed: (choose one)

☐ YES

☐ NO

FULL NAME:

SIGNATURE:

DATE:

Please complete this form by setting out the Information over the page.

Note: This form should be read in conjunction with the Fisher & Paykel Healthcare Global Speak Up Procedure.

Appendix 1

F&P Speak Up Report Information Form

Please set out below the conduct you wish to disclose (including the relevant facts, the date/s it occurred, who is involved and details of any proof):