

UK Modern Slavery Act Statement

March 2021

This statement has been published in accordance with the Modern Slavery Act 2015 (the “Act”). It sets out the steps that Fisher & Paykel Healthcare Limited (UK) has taken during the financial year ending March 2021, and will continue to take, to prevent modern slavery in its business and supply chains. Unless otherwise specified, all references to Fisher & Paykel Healthcare herein are references to the Fisher & Paykel Healthcare UK entity and Fisher & Paykel Healthcare globally.

Fisher & Paykel Healthcare

Fisher & Paykel Healthcare is a leading designer, manufacturer and marketer of products and systems for use in respiratory care, acute care, surgery and in the treatment of obstructive sleep apnea. Fisher & Paykel Healthcare is headquartered in New Zealand with people based in approximately 39 countries.

At Fisher & Paykel Healthcare we see corporate social responsibility and sustainability as inextricably linked to the way we do business and we are committed to conducting our business with integrity and in a legal and ethical manner.

Our supply chain

Fisher & Paykel Healthcare Limited is a member of the Fisher & Paykel Healthcare group of companies and distributes Fisher & Paykel Healthcare products in the United Kingdom along with a limited number of third party accessories. At Fisher & Paykel Healthcare we strive to establish our company values and beliefs across our supply chain.

Our commitment to human rights

Fisher & Paykel Healthcare fully supports the principles in the United Nation’s declaration on Human Rights 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.

We seek to uphold human rights in all business activities and are committed to compliance with the Act and building a supply chain that supports our approach to corporate social responsibility and sustainability.

Our policies

At Fisher & Paykel Healthcare we have implemented policies that drive our purchasing decisions to consider a holistic approach across economic, environmental and social aspects. These policies include:

- **Code of Conduct**

The Code of Conduct applies to all directors, executives, employees and contractors of Fisher & Paykel Healthcare globally and sets out expectations of how we conduct business in a legal, ethical and safe way. This includes the standards we uphold in our relationships with our own people and those we do business with.

- **Supplier Code of Conduct**

We treat our business partners fairly and ethically and in turn we expect our business partners to operate in a fair, legal and ethical manner. The Supplier Code of Conduct reflects our values and our expectations for the conduct of all suppliers, contractors, consultants and their affiliates, who provide goods or services to our group of companies. The Supplier Code of Conduct sets out the minimum standards expected of suppliers and failure to comply with the

Supplier Code of Conduct may result in termination of the arrangements between Fisher & Paykel Healthcare and the Supplier.

Amongst other aspects, the Supplier Code of Conduct requires suppliers to treat people with dignity and respect, including by:

- not hiring or using forced, compulsory and / or child labour;
- promoting awareness around the importance of a diverse and inclusive workforce;
- having systems in place for the review of internal policies and practices in order to have an inclusive approach; and
- respecting employee rights to freedom of association and collective bargaining.

Due diligence and risk assessment in our supply chain

All new suppliers are provided with a copy of the Supplier Code of Conduct and must confirm their commitment to comply with the Code.

We have introduced a supplier assessment form for suppliers whose goods or services are used to manufacture products, or impact the safety of our products or people, to complete. This enables us to assess the supplier and their subcontractors' history and commitment to ensuring fair, ethical and legal employment practises and the eradication of child, forced or compulsory labour in the supply chain.

Fisher & Paykel Healthcare completes a global sustainability risk assessment annually based on our knowledge and understanding of the sustainability impacts relating to the materials we source, our supply chains and our sourcing countries. We apply our risk assessment filters to any suppliers that are identified within the high-risk category. This procedure provides a framework for identifying, managing and monitoring risk with respect to individual suppliers.

Fisher & Paykel Healthcare intends to continue to develop a framework to meet ISO 20400 standards, to integrate quality management audits with sustainability audits, and to provide further guidance to our small and medium enterprise vendors.

Our training

All staff globally are required to undergo training on the Code of Conduct.

Quality, procurement and sourcing staff receive additional training on the principles and processes that Fisher & Paykel Healthcare follows in managing its supply chain, including the above due diligence and risk assessment and management processes and procedures.

Fisher & Paykel Healthcare and the Modern Slavery Act

Fisher & Paykel Healthcare will continue to update its policies and procedures and look at how it can address the issue of modern slavery within its business and supply chain.

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



Nicholas Connolly

General Manager / Director

Fisher & Paykel Healthcare Limited (UK)

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