

Fisher & Paykel Healthcare

# Diversity Policy

## Diversity Policy Statement

### The Fisher & Paykel Healthcare Way

Our business' purpose is to improve care and outcomes for patients, clinicians and communities around the world. This is a purpose that's about people. And if we are to truly deliver on this, we know we need the best people and the best environment in which the best ideas can grow.

As a global company, we value the differences our people bring as we believe this creates a diversity of thinking that forms the foundations of our culture. We believe that these differences foster continuous questioning and continuous improvement which builds innovative and high performing teams.

We strive to provide an environment where all our people have the opportunity to reach their full potential. If we can achieve that, then we know we are doing the best we can for not only our people and our company, but also for our patients and our communities.

## Commitment to Doing the Right Thing by our People

One of our core beliefs is that the commitment to doing the right thing is what our customers will find compelling. This extends to doing the right thing by our own people. What does doing the right thing by our own people look like?

### 1. Providing equal employment opportunities

Fisher & Paykel Healthcare and its Board are committed to providing equal employment opportunities and as such, have a workforce consisting of many individuals with diverse skills, values, backgrounds, ethnicity and experiences.

For Fisher & Paykel Healthcare, a commitment to diversity means ensuring that no individual is excluded from a position, for which he or she is skilled and qualified, by inappropriate systems, practices and attitudes. It also means eliminating barriers to ensure that everyone is considered for the employment of their choice and that our people have the chance to perform to their full potential.

We will ensure our selection processes for recruitment and employee development opportunities are free from bias and are based on merit.

### 2. Commitment to an inclusive workplace

At Fisher & Paykel Healthcare we have fostered a culture where people are treated fairly and with respect and we are committed to ensuring an inclusive workplace. We will:

- Promote awareness around the importance of a diverse and inclusive workforce;
- Encourage employees to offer views and suggestions towards achieving organisational goals;
- Review our systems, policies and practices to make sure an inclusive approach is taken; and
- Ensure our built environment continues to support an inclusive workplace.

### 3. Establishing measurable objectives and reporting on progress

As the saying goes, “what gets measured gets improved”. The Board of Directors is responsible for establishing measurable objectives for achieving a diverse and inclusive workforce.

We will use both quantitative and qualitative measures to review our diversity performance and, as with all areas of our business, have a focus on continuous improvement.

Each year in our annual report we will disclose the measurable objectives for achieving gender diversity set by the Board in accordance with this policy and our progress towards achieving those objectives.

#### Board Diversity

The Remuneration and Human Resources Committee takes into account factors such as the skills, expertise, experience (including commercial and/or industry experience) and diversity of backgrounds in assessing candidates to be nominated as directors. The Board’s process of appointment and selection of new directors is further detailed in Fisher & Paykel Healthcare’s “Appointment and Selection of New Directors Policy”.

#### Diversity Managers

The company will appoint one or more diversity managers to implement the diversity and inclusion objectives established by the Board, sponsor diversity and inclusion initiatives throughout the organisation and report internally and externally on the company’s performance in these areas.

#### What is Diversity?

Diversity refers to characteristics of individuals and includes (but is not limited to) factors such as gender, marital status, religious belief, ethical belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation/preference.

#### Annual Review of this Policy

The Board has delegated to the Remuneration and Human Resources Committee the responsibility for reviewing the Company’s Diversity Policy. On an annual basis, the Remuneration and Human Resources Committee will review this Diversity Policy, the diversity objectives and achievement against diversity objectives, including the representation of women at all levels of the organisation. The

Remuneration and Human Resources Committee will provide its report to the Board of Directors for its review, approval and adoption.

Nothing in this policy shall be interpreted to endorse any discriminatory behavior by or within Fisher & Paykel Healthcare contrary to the law or applicable Fisher & Paykel Healthcare code of conduct.

*Last approved by the Board on 25 May 2018.*