

Fisher & Paykel Healthcare
Supplier Code of Conduct



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INTRODUCING THE SUPPLIER CODE OF CONDUCT

Fisher & Paykel Healthcare is a leading designer, manufacturer and marketer of products and systems for use in respiratory care, acute care, surgery and the treatment of obstructive sleep apnea. Our company purpose is to improve care and outcomes through inspired and world-leading healthcare solutions.

We estimate that our products are used in the treatment of over 12 million patients every year. For us, our priority is always about doing what is best for the patient.

Our supply chain is focused on excellent customer service, is managed on an end-to-end basis, and is designed to be adaptable and flexible to assist with an ever changing business environment.

We are committed to building a supply chain structure that supports the business' approach to corporate social responsibility and sustainability.

This Supplier Code of Conduct reflects our values and our expectations for the conduct of all suppliers, contractors and consultants, and their affiliates, who provide goods or services to our group of companies ("FPH Suppliers"). We find business relationships are more productive and effective when they are built on trust, mutual respect and common values. As such, FPH seeks relationships with suppliers who share a common commitment to:

1. Incorporate quality business processes within your day to day operations
2. Conduct yourself ethically and with integrity,
3. Comply with all laws and regulations
4. Respect human and employee rights,
5. Promote and maintain a health and safety culture within your organization,
6. Design for sustainability,
7. Monitor and minimize any negative impacts on the environment,
8. Have systems in place to ensure business continuity, continuous improvement and protection of intellectual property.

We expect all FPH Suppliers to comply with the minimum standards set out in this Code. Any failure to comply with this Code may result in termination of the arrangements between us.

ETHICAL AND BUSINESS CONDUCT

FPH Suppliers must comply with all laws and behave ethically and with integrity in all business transactions, including by;

- Maintaining high standards for business practices including, fair competition
- Prohibiting bribery and corruption in any form
- Protecting confidential information and respecting intellectual property rights.
- Not using subcontractors or third parties to evade legal or ethical requirements
- Taking practical steps to ensure conflict minerals are not used in its supply chain.

Quality

Refer to the supplier quality manual available in this link <https://www.fphcare.com/supplier-quality-manual>

Human rights, labour and employment

FPH Suppliers must 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.
- Respecting employee rights to freedom of association and collective bargaining.



Fisher & Paykel
HEALTHCARE
MEDICAL PRODUCTS

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15 MAURICE PAYKEL PLACE, EAST TAMAKI
AUCKLAND
NEW ZEALAND

Health and safety

FPH Suppliers must maintain the workplace and any facilities used to house employees in a clean, orderly and safe manner, including by:

- Implementing programs to prevent or control employee exposure to workplace hazards including chemical, electrical and physical hazards.
- Implementing programs to minimize and manage the safety risk and prevent catastrophic events.
- Programs that promote occupational health and safety within the workplace
- Actively promoting employee rehabilitation and processes for a safe and timely return to work

Environment and sustainability

FPH Suppliers must operate in an environmentally responsible and sustainable manner, including by;

- Working to reduce, and by continuing to monitor, the environmental impact of their operations including waste generation, hazardous substances co-generation, material sourcing, water consumption, air emissions.
- Preventing the accidental release of hazardous substances into the environment that could result in a negative impact on the local community.
- Actively supporting environmental and sustainability programmes

Management systems

FPH Suppliers must manage their activities systematically in order to maintain operational continuity and constant improvement in their operations, including by;

- Demonstrating senior management commitment and accountability through the setting of clear objectives and the establishment of documented procedures and policies.
- Ensuring appropriately qualified personnel are tasked with implementing the standards detailed in this Code.
- Ensuring an appropriate due diligence process prior to starting any new ventures.

Confidential information, intellectual property and data protection.

FPH Suppliers must secure and protect any confidential information, property (whether physical or intellectual) or personal data (“Information”) shared with them, including by;

- Using Information only for the agreed purposes for which it is provided to you.
- Implementing appropriate physical, technical and administrative safeguards to ensure that Information is kept secure and not shared with or disclosed to third parties except as otherwise agreed by us.
- Reporting to us any suspected unauthorized disclosure of Information or infringement of intellectual property rights.

