

Stock Exchange Announcement

STOCK EXCHANGE LISTINGS: NEW ZEALAND (FPH), AUSTRALIA (FPH)

FISHER & PAYKEL HEALTHCARE PUBLISHES CORPORATE RESPONSIBILITY AND SUSTAINABILITY REPORT

Auckland, New Zealand, 29 March 2016 - Fisher & Paykel Healthcare has today published a Corporate Responsibility and Sustainability Report for the financial year 1 April 2014 to 31 March 2015.

A copy is attached.

The report can also be viewed at www.fphcare.co.nz/sustainability

Contact: Marcus Driller, Investor Relations & Corporate Affairs Manager on +64 9 574 0110. For more information about the company visit our website www.fphcare.com.

Ends//



Corporate Responsibility and
Sustainability Report.

For the year ended
31 March 2015

Focus.

Fisher & Paykel
HEALTHCARE



Focused on improving patient care. Every day.



We are focused. Because we care.

We know there's nothing more precious than human life whether it's seen in the special bond between mother and child, or the amazing way the human body works. That belief informs our commitment to designing innovative products and support systems that are focused on improving patient care and outcomes.

This focus on care shapes the way we partner with healthcare professionals, observing how they operate and designing solutions to make their everyday lives easier. And because others' lives depend on us, we do not compromise on product quality or the customer support we offer.

We also place great importance on understanding the needs and providing improved outcomes for our employees, shareholders, partners and communities.

Contents

MESSAGE FROM THE CEO	5
ABOUT US	7
ABOUT THIS REPORT	14
SUSTAINABILITY HIGHLIGHTS	15
BETTER CARE	16
EXCELLENT PEOPLE	20
SAFELY HOME	27
ENVIRONMENTAL CARE	30
STRONGER COMMUNITIES	35



MICHAEL DANIELL
Managing Director and Chief Executive Officer

Message from the CEO

For Fisher & Paykel Healthcare, corporate responsibility and sustainability are fundamental to our success and to creating value not only for our shareholders and employees, but also for patients, communities and clinicians by way of advances in medical care. For the 2015 financial year we reported a record net profit after tax of NZ\$113.2 million, an increase of 17% over the prior year.

NET PROFIT AFTER TAX

\$113.2m

↑ 17 %

We distributed NZ\$70M of that to our shareholders in dividends and reinvested the balance in supporting our growth. As we continue to grow sustainably, the positive impact on our communities also increases.

As a medical device designer, manufacturer and marketer, our primary contribution is in providing medical technologies that benefit patient care and outcomes. We estimate that approximately 10 million patients were treated using our products last year, a number which is growing year by year. The impact of improved effectiveness and efficiency of care is significant, benefiting not only patients, but their families, carers, communities, medical professionals, and our growing workforce as well. Seeking to minimise our impact on the environment, take care of our people and support our communities is integral to the way we do business.

The primary driver of our success is our people. We employ over 3,000 people based in 35 countries who serve customers in more than 120 countries. The company is committed to attracting and retaining excellent people, ensuring a highly engaged and diverse workforce and developing a strong leadership pipeline.

Health and safety is of paramount importance to us. We have clear health and safety policies and objectives in place and active programmes to improve our processes and to reduce the risk of harm.

Our operations have a relatively low environmental footprint and we strive for ongoing improvement. We have dedicated resources to activities such as recycling and emissions monitoring, and are a participant in the international Carbon Disclosure Project.

We take a holistic view of sustainability, with the primary focus on issues important to our business and stakeholders. Our team is driven by our purpose of 'improving care and outcomes through inspired and world-leading healthcare solutions'. From a sustainability perspective, this is evident through the wide scope of research and development, clinical, environmental, social and economic initiatives we engage in to support our customers, our communities and our people.



MICHAEL DANIELL
Managing Director and Chief Executive Officer



At Fisher & Paykel Healthcare, we are committed to doing the right thing for our customers, our people, the environment, the communities we work in and our stakeholders. Our goal is to make a positive contribution beyond the boundaries of our business.



About us

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. The company's world-leading healthcare products are used to improve health outcomes for millions of patients every year.

Our medical devices and technologies are designed to help patients get better faster, which can then allow clinicians to provide care for more patients. We help patients transition to less acute care settings, help them recover quicker and provide solutions that can assist them to avoid more acute conditions. We also provide the ability for some patients to be treated in the home rather than the hospital. Our purpose is to improve care and outcomes through inspired and world-leading healthcare solutions.

We manufacture, assemble and test our range of products, including many components, in our facilities in New Zealand (NZ) and Mexico. Our facilities incorporate controlled working environments and our manufacturing and design processes are certified to meet the international medical device quality standard ISO13485.

Operating revenue for the company was NZ\$672 million for the 2015 financial year. We operate in over 120 countries and employ more than 3,000 people worldwide. We estimate that during the year, approximately 10 million patients were treated using our medical devices.

Our supply chain is focused on excellent customer service, is managed on an end-to-end basis, and is adaptable and flexible to assist with a changing business environment. We are committed to building a dedicated supply chain structure that supports the business' approach to sustainability.

We are a member of the New Zealand Sustainable Business Network and our Group Facilities and Environmental Manager is a member of the Environmental Committee of Plastics New Zealand.

Our purpose

Improving care and outcomes through inspired and world-leading healthcare solutions.

Our Values



LIFE

We relentlessly focus on improving patients' lives and strive to provide a high quality of life for our employees.



RELATIONSHIPS

We care for our patients, customers, suppliers, shareholders, the environment and each other.



INTERNATIONALISM

We are global in people, in thinking and in behaviours.



COMMITMENT

We value people who are self-motivated and have a desire to make a real contribution.



ORIGINALITY

We encourage original thinking which leads to the innovative solutions required to create better products, processes and practices.

Our Beliefs



We believe in doing what is best for the patient.



We believe our people are our strength.



We believe the commitment to doing the right thing is what our customers will find compelling.



We believe lessons learned are the cornerstones of innovation.



We believe that empathy, effectiveness and efficiency are essential to our success.



We believe in the need to be relentless in the pursuit of healthcare innovation.

Full year results

10 MILLION+ PATIENTS TREATED DURING THE YEAR USING OUR MEDICAL DEVICES

10M+

\$65 MILLION SPEND ON R&D

NZ\$65M

ENGINEERS AND SCIENTISTS WORKING IN R&D

430+

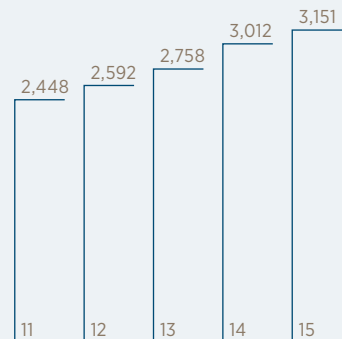
POTENTIAL GLOBAL MARKET OPPORTUNITY

US\$5B+

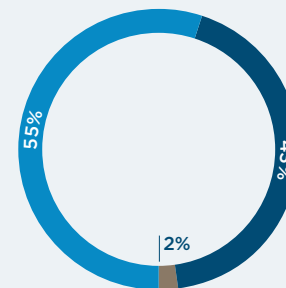
CURRENT RANGE OF PRODUCTS, ACCESSORIES AND PARTS

2,700+

GROWTH IN EMPLOYEE NUMBERS

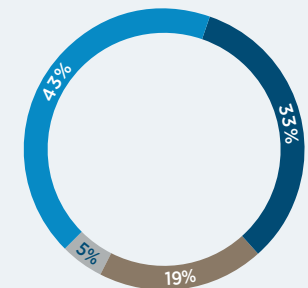


REVENUE BY PRODUCT GROUP



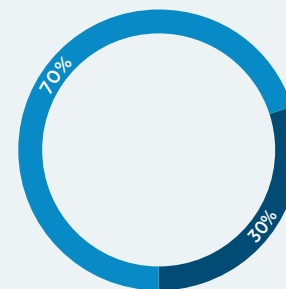
- Respiratory & Acute Care
- Obstructive Sleep Apnea
- Distributed & Other

OUR PRODUCTS ARE SOLD IN 123 COUNTRIES



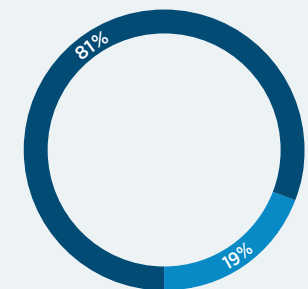
- North America
- Europe
- Asia Pacific
- Other

REGIONAL MANUFACTURE OF CONSUMABLES



- New Zealand
- Mexico

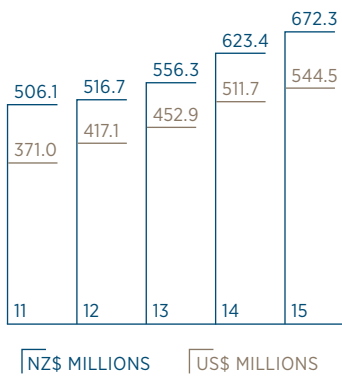
REVENUE FROM HARDWARE AND CONSUMABLES



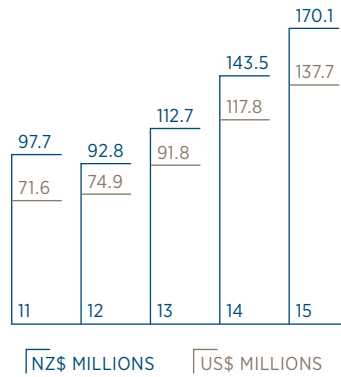
- Hardware
- Consumables



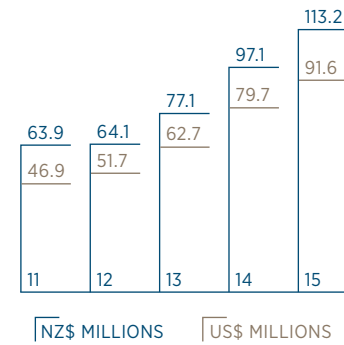
OPERATING REVENUE



OPERATING PROFIT

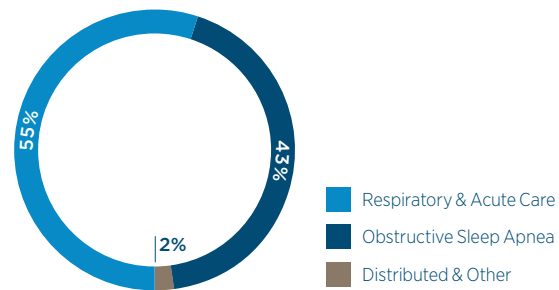


PROFIT AFTER TAX*

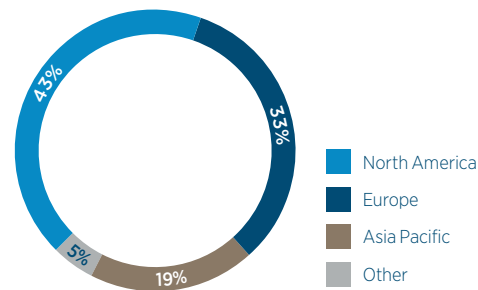


* Prior to one-off non-cash deferred tax charges (2011)

REVENUE BY PRODUCT GROUP - 12 MONTHS TO 31 MARCH 2015



REVENUE BY REGION - 12 MONTHS TO 31 MARCH 2015



RECORD NET PROFIT AFTER TAX

NZ\$113.2 MILLION

↑ 17%

OPERATING PROFIT

NZ\$170.1 MILLION

↑ 19%

RECORD OPERATING REVENUE

NZ\$672.3 MILLION

↑ 8%

TOTAL DIVIDEND FOR THE YEAR

13.8CPS FULLY IMPUTED

↑ 11%

SPEND ON R&D

9.7% OF OPERATING REVENUE

NZ\$65M

GROSS MARGIN IMPROVEMENT

252 BASIS POINTS

252BPS

RAC REVENUE GROWTH

NZ\$368.2 MILLION

↑ 9%

OSA REVENUE GROWTH

NZ\$291.1 MILLION

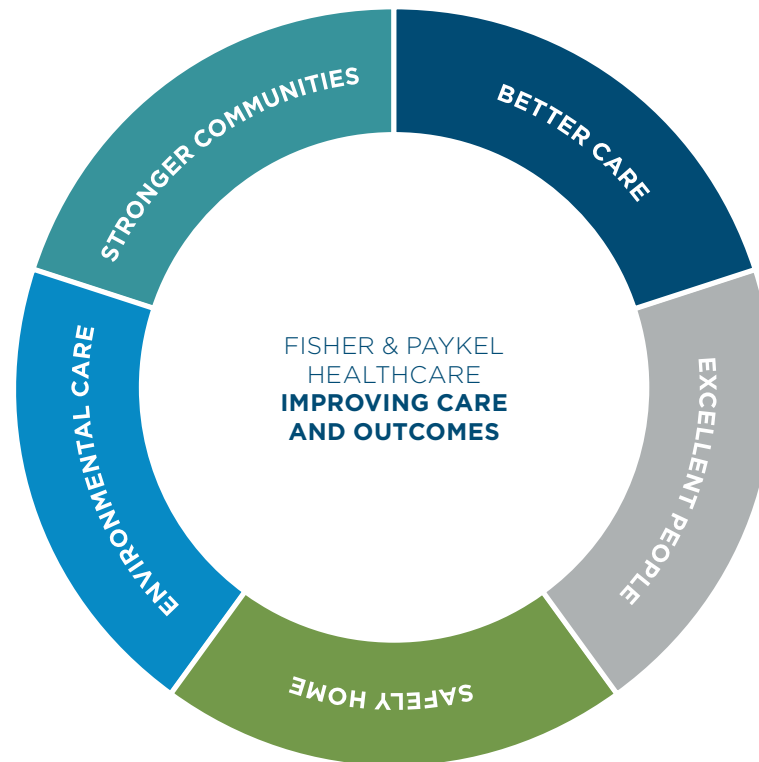
↑ 8%

About this report

This report is a review of Fisher & Paykel Healthcare's sustainability performance as at 29 March 2016. Unless otherwise stated, metrics provided are for the financial year from 1 April 2014 to 31 March 2015 and apply to our New Zealand and Mexico sites, which together account for more than 70% of our people and all of our manufacturing activity.

The report's purpose is to record some of the progress made over this period as we strive to improve our economic, environmental and social performance long-term.

This is the first year Fisher & Paykel Healthcare has produced this report. To find out more about our approach to sustainability, please visit www.fphcare.co.nz/sustainability. Financial performance for Fisher & Paykel Healthcare can be found in the company's annual reports, available online at www.fphcare.co.nz/investor.



Sustainability highlights

10 MILLION+ PATIENTS
TREATED GLOBALLY

CARBON DISCLOSURE
PROJECT SCORE OF **87/100**

LONG HAUL FREIGHT
CARBON EMISSIONS
REDUCED BY 18%

95% OF WASTE RECYCLED

UPDATED **COMPANY
PURPOSE AND VALUES
STATEMENTS**

A DIVERSE WORKFORCE,
WITH EMPLOYEES
LOCATED IN 35 COUNTRIES

Better care





Our manufacturing sites are based in Mexico and New Zealand

We are focused on improving care and outcomes through inspired and world-leading healthcare solutions. Our technologies are aimed at increasing the effectiveness and efficiency of care, so patients can recover quicker and if possible, be treated in less acute areas of the hospital, or in the home. With greater demands being put on the world's healthcare systems by an ageing population, this is becoming increasingly important to healthcare providers.

More clinicians are choosing to use our products and technologies as clinical evidence of the potential improvements in effectiveness, efficiency and patient outcomes grows. This has been an important contributor to the increase in the number of patients benefiting from our products over the last year, which we estimate was approximately 10 million.

We are relentlessly committed to product improvement, and this drives our investment in innovation. In the 2015 financial year, we invested over NZ\$65 million into research and development, almost 10% of our operating revenue.

The overarching principle of our product innovation rests on doing what is best for the patient.

Case study: Optiflow

Optiflow is a therapy that offers the ability to comfortably deliver a range of oxygen concentrations and flows to extend the traditional boundaries of oxygen therapy.

This is achieved through the integration of heated humidification and a precise blend of air and oxygen delivered via an innovative nasal cannula.

Optiflow is associated with:

Adults

- Reduced intubation
- Reduced re-intubation
- Reduced bi-level ventilation
- Reduced nursing workload
- Increased ventilator free days
- Improved comfort & patient tolerance
- Improved compliance

Paediatrics

- Reduced intubation
- Reduced length of stay
- Reduced respiratory distress

Neonates

- Reduced nasal trauma
- Reduced respiratory distress



Clinical study: Reduction in length of stay

A recent study published in Respiratory Care medical journal found that early adoption of Optiflow high flow nasal therapy by adult patients in an intensive care unit (ICU) setting resulted in overall decreased length of stay in ICU, a decreased length of stay post-ICU, and a reduced incidence of adverse events.

“Every one-day delay to high flow nasal cannula increases ICU stay by one half-day. This suggests that first-line high flow nasal cannula therapy may play a significant role in reducing ICU and hospital stay.”

Gaunt Kristina A, Spilman Sarah K, Halub Meghan E, Jackson Julie A, Lamb Keith D, Sahr Sheryl M. High Flow Nasal Cannula in a Mixed Adult ICU. Respiratory Care, October 2015 60:10 1383-1389; published ahead of print June 9, 2015, doi: 10.4187/respcare.04016

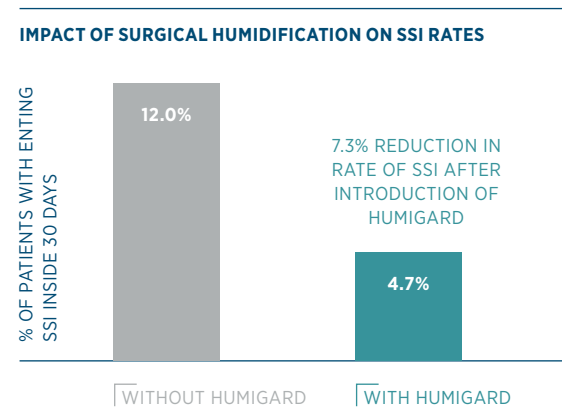
Clinical study: Reduction in 90-day mortality

A randomised controlled trial was conducted with 310 patients in 23 intensive care units in France and Belgium. The trial compared Optiflow therapy with traditional face mask oxygen and non-invasive ventilation to prevent the need for intubation. Findings showed that Optiflow reduced the need for mechanical ventilation in the sickest patients, increased their number of ventilator-free days, and most significantly, halved 90-day mortality.

Frat JP, Thille AW, Mercat A et al. High-flow oxygen through nasal cannula in acute hypoxemic respiratory failure. N Engl J Med. 2015;372(23):2185-96

Clinical study: Reduction in surgical site infections

In surgery, it has been reported that the use of warm, humidified carbon dioxide during laparoscopic colorectal surgery can reduce the rate of surgical site infections (SSI) from 12.1% to 4.7%. The graph below shows the impact of surgical humidification on SSI rates when using Fisher & Paykel Healthcare’s HumiGard technology.



Noor, N., Reynecke, D. Hendricks, J., Motson, R. & Arulampalam, T. 2015. Use of warmed humidified insufflation carbon dioxide to reduce surgical site infections in laparoscopic colorectal surgery: a cohort study. Poster presented at DDF, June 22-25, London.

Excellent people



Our people are our strength. Our ongoing success is a direct result of their skills and expertise. We have more than 3,000 employees working in, or supporting, over 120 countries around the globe.

We value self-motivation, the drive to make a real contribution and innovative thinking. In return, we offer our people the opportunity to work for a world class, successful company where each employee is valued and respected. We operate profit sharing bonus schemes for all qualifying employees around the world.

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 strive to uphold human rights in all business activities.



Auckland staff enjoying lunch on the campus grounds.

Diversity and equal employment

We are committed to providing equal employment opportunities and our people reflect diverse skills, values, backgrounds, ethnicities and experiences.

We have policies to ensure that our recruitment and employee development opportunities are free from bias and based on merit.

We reject unfair discrimination or harassment on the grounds of gender, marital status, religious belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status or sexual orientation.

The company considers diversity in the workforce a positive factor and is committed to providing an environment in which every individual is treated fairly and with respect.

Our manufacturing sites pay above any applicable minimum wage levels for our employees. Duration of service, development and training allow waged employees to progress through remuneration scales.

Fisher & Paykel Healthcare considers pay equity on the basis of gender as part of its annual diversity review with the Human Resource and Remuneration subcommittee of the Board. This review involves

consideration of internal remuneration relativities based on job size, contribution and experience in a role. At the last review, the committee concluded that the Diversity Policy and processes including pay equity of women and men across the group was effective.

The table below shows the respective proportions of men and women on the company's Board, in senior executive positions and across the whole organisation as at 31 March 2014 and 31 March 2015. A 'senior executive' refers to the Chief Executive Officer and senior executives reporting directly to the Chief Executive Officer.

	2014				2015			
	WOMEN	MEN	WOMEN %	MEN %	WOMEN	MEN	WOMEN %	MEN %
Board	1	6	14%	86%	1	6	14%	86%
Senior executives	1	5	17%	83%	1	5	17%	83%
All employees	1,306	1,614	45%	55%	1,343	1,718	44%	56%

Recruitment and retention

Worldwide, more than half of our people are engaged in manufacturing and operations roles, with the remainder in sales, marketing, distribution and product, clinical and process development.

We operate employee health clinics and confidential health assessments for permanent and fixed term employees when commencing employment at our New Zealand and Mexico sites. This enables a nurse and an employee to meet and discuss any specific needs relating to the employee's ability to perform their role.

To solicit feedback from New Zealand based employees, an engagement survey is run regularly and a professional development programme called Engage and Develop has been established in New Zealand and Mexico to assist in career planning and progression. This programme has also recently commenced in the US.

We continue to develop and implement a range of strategies to assist with:

- Attracting diverse talent into the company
- Profiling our talent to ensure our training and development initiatives are targeted and in support of our growth strategies
- Ensuring internal promotions are made from a diverse pool of appropriately qualified candidates
- Ensuring our pay practices are free from any bias
- Creating deep talent pools to feed our succession plans

Our global turnover rate for permanent employees in the 2013 financial year was 11.7%, 13.5% in FY14 and 12.3% in FY15.



Ethics

Business ethics

All employees are required to understand and comply with the company's Code of Business Ethics, in addition to compliance with laws, regulations and policies that affect each employee's job. The Code prohibits discrimination and harassment of any kind and sets out the company's core ethical principles. Each employee shares the responsibility of observing this Code to help strengthen our ethical beliefs and the values on which the company is founded.

In accordance with laws and regulations, we have formal mechanisms for employees to air grievances and to file complaints without fear of reprisal. Each country in which we have employees has a human resources policy outlining the company's protected disclosures policy, which provides procedures and channels for disclosure of serious wrongdoing. Fisher & Paykel Healthcare respects and supports the rights of an employee who exercises his or her rights under this policy.

We also have guidelines for our relationships with healthcare professionals to ensure that all of our interactions with them do not have, or appear to have, an influence on medical judgement.

Animal ethics

Regulatory bodies occasionally require biocompatibility testing of our medical device materials. This testing follows a risk management approach based on ISO 10993-1, Biological Evaluation of Medical Devices. ISO 10993-1 includes requirements for the wellbeing of animals and for minimising the number of animals involved, and tests are conducted in laboratories accredited to international standards (ISO 17025).

We may sometimes participate, observe or otherwise be involved in clinical studies which include animal testing. We minimise this impact by ensuring these activities are approved by the relevant animal ethics committees and comply with applicable legislation. We support efforts to further reduce animal testing by funding and supporting research in sophisticated physiological computer models.

Anti-bribery and corruption

The company's Code of Business Ethics also sets out our expectations in regards to the prevention of bribery and improper inducements.

Employees must not accept or offer bribes or improper inducements from or to anyone. This includes not providing any benefit to a third party which may influence that party's decision on whether to purchase or recommend for purchase the company's products, provide a concession or provide favourable treatment to the company.

Improper inducements can include commissions and facilitation or other payments which could be seen as unduly influencing an employee's business judgement/decisions or that of a third party.

Bribery is a serious offence and can result in criminal consequences for both the employee and the company. In some cases, this can include criminal charges for the employee in both their home country and the country in which the bribery occurred.

It is expected that employees conduct themselves in a way that demonstrates their honesty is beyond question. Employees should never behave in a way that has the potential to bring the company's image into disrepute.

Case study: Professional development

Helping our people grow and develop in their careers is important to Fisher & Paykel Healthcare. The company runs a professional development programme called Engage and Develop, which allows employees to set goals and track their progress regularly.

Richard Mosley started with the company in New Zealand nine years ago as a process development engineer. One of his early projects was developing a system for measuring heater wires in circuits, a task that went so well that within a month he was given the autonomy to try new ideas on the project.

Having since progressed to a more senior level manager, Richard says that the Engage and Develop process works. "Engage and Develop provides a transparency about where you actually are, rather than where you think you are," says Richard. "It provides feedback on areas that can be further developed, channelled and leveraged for the benefit of both the company and the employee."

Now a manager with a team of eight, Richard says it helps him better coach and develop his team, and for staff to think about how they want to progress. "If you show the right attitude and are dynamic in your work, then the opportunities are there. It doesn't necessarily matter what your job title is, there is equal opportunity for everyone to develop. There's definitely an openness to progression. It is very much self-directed and as the company is growing so fast, new opportunities are coming up all the time," says Richard. "There are opportunities now that we just didn't see coming years ago."

Case study: Purpose and values

Over the 2015 financial year, the company initiated a review and update of our company purpose and values. We believe that having a coherent company purpose defines the value we bring to the world and our people, unites the organisation to a common cause, and clearly delineates our position within the marketplace.

The project followed a clear three-step process of discovery, refinement and definition. Face to face interviews, global values and staff satisfaction surveys, CEO and senior leadership team interviews and workshops were combined with independent business discovery to identify key principles which were then distilled into a clear purpose and values proposition, set out on pages 8 and 9 of this report.

Safely home



Fisher & Paykel Healthcare is committed to excellence in health and safety and to maintaining a safe and healthy workplace for our employees, contractors, visitors and community. We have a clear strategic direction, which is reviewed and approved by our Quality, Safety and Regulatory Committee, chaired by a member of our Board of Directors.

Our vision is 'safely home, every day'. We have a strategic framework in order to direct our priorities and assist us in developing a clear direction for the company as we work to deliver on this commitment.

This framework rests on five pillars: health and safety leadership, engagement, hazard management, learning from incidents and others, and systems and compliance. We seek continuous improvement in our performance within these five pillars, globally.

On-site clinics offer health services for New Zealand and Mexico employees. Services vary, but in New Zealand include, for example, a smoking cessation programme, injury management, rehabilitation and return to work programmes, first aid, emergency medical response assistance, workplace assessments, travel and influenza vaccinations, and other targeted health promotions.

Our Lost Time Injury Frequency Rate (LTIFR) per million exposure hours at our manufacturing sites was 2.77 in FY14 and 2.97 in FY15. We will work to reduce that rate and benchmark our performance against the best performing organisations globally to help guide our development over the next year.

FISHER & PAYKEL HEALTHCARE IS COMMITTED TO PROVIDING A WORKPLACE THAT MINIMISES HEALTH AND SAFETY RISK TO OUR EMPLOYEES.

GLOBALLY, EMPLOYEES ARE REQUIRED TO ACQUAINT THEMSELVES WITH ALL APPLICABLE HEALTH AND SAFETY POLICIES OF THE COMPANY.

THE COMPANY HAS PROCEDURES IN PLACE FOR THE REPORTING OF HEALTH AND SAFETY INCIDENTS AT OUR SALES, DISTRIBUTION AND MANUFACTURING SITES AROUND THE WORLD.



HEALTH AND SAFETY LEADERSHIP
DEVELOPMENT OF CAPABILITIES



ENGAGEMENT
TRAINING FOR REPRESENTATIVES



HAZARD MANAGEMENT
NOISE SURVEY



**LEARNING FROM INCIDENTS
AND OTHERS**
MONITORING OF INJURIES



SYSTEMS AND COMPLIANCE
ACCIDENT COMPENSATION
CORPORATION COMPLIANCE

Environmental care



Fisher & Paykel Healthcare recognises that the natural environment is of essential value. To reflect our commitment, the company is dedicated to implementing sustainable business practices and maintaining an on-going carbon emission measurement and reporting scheme.

Carbon emission reduction management projects are monitored quarterly and reported annually within the Group Facilities and Environmental Business Plan, which is presented to senior management and approved by the company's Board of Directors.

We participate in the Carbon Disclosure Project, which requires us to report on estimated greenhouse gas emissions, energy use and the risks and opportunities from climate change. In the most recent reporting period, we achieved a Carbon Disclosure Project score of 87/100. This was a substantial improvement on our previous rating of 46/100 and significantly higher than the NZX50 average of 65.

Broadly, our approach is to measure or estimate current use across a range of parameters, and to put strategies in place to improve our performance. Over the past few years, our initiatives have driven significant improvements in manufacturing sustainability, carbon management, waste and energy management and water use.

Manufacturing sustainability

We are striving to achieve operational excellence through a commitment to lean manufacturing. One of our key initiatives is a mature and ongoing Kaizen culture.

The Kaizen process is about making small, regular improvements in the way we work, which over time add up to significant change. The process is aligned with continuous improvement philosophies which supports both business growth and each individual's development within Fisher & Paykel Healthcare.

Our approach to Kaizen covers the six areas of safety, quality, delivery, cost, people and environment. Progress is monitored monthly against four key metrics: suggestions per employee, implementation trends, conversion ratio, and participation level.

We have found that Kaizen promotes motivation and engagement in our employees as we collectively strive for continuous improvement. We support this with a tiered recognition process, where the most innovative improvements are shared with peers and recognised by the company's executive management team and Board.

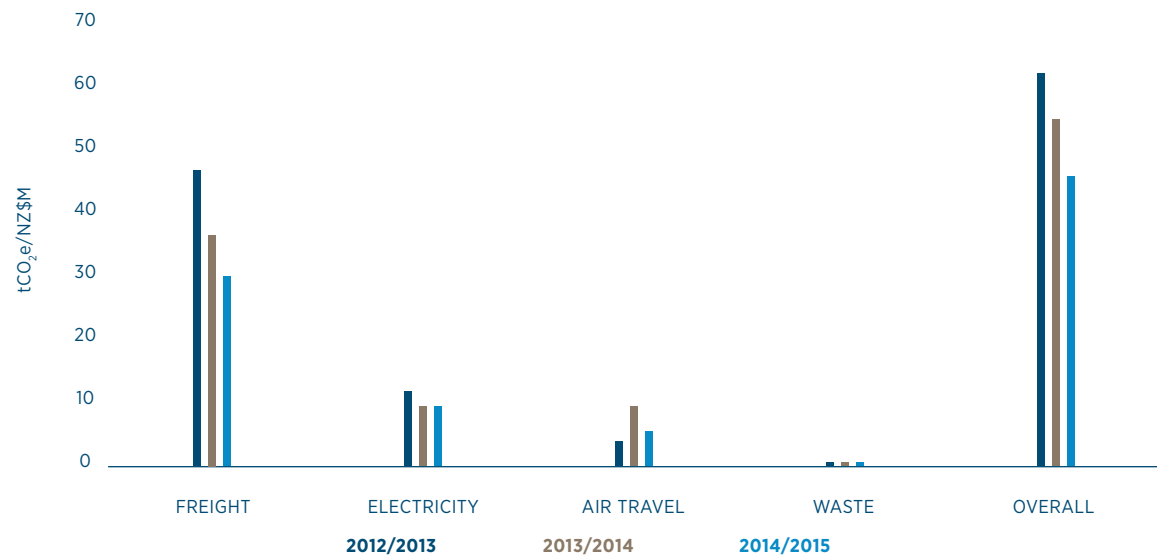
Kaizen is a way of life for us on our manufacturing sites.

Carbon emissions

Fisher & Paykel Healthcare is committed to reducing carbon emission intensity. We have developed a Greenhouse Gas Emissions Management Plan and reduction targets, and have been reporting our estimated emissions under the Certified Emissions Measurement and Reduction Scheme (CEMARS) since 2012/13.

Over the three years since we started reporting under the CEMARS programme, we have achieved a 25% reduction in reported emission intensity and are on track to meet the targets set out in the Emissions Reductions Plan. Operational emissions intensity, expressed in tCO₂e/NZ\$M, relates to our New Zealand and Mexico facilities, including inward and outward freight. Our revenue is generated in a range of currencies, including US dollars and Euros. As a result, fluctuations in exchange rates can influence emission intensity.

Operational Emission Intensity





Our Auckland, New Zealand manufacturing site.

Waste

Emission intensity resulting from waste to landfill from our New Zealand site reduced by 34% over the past year, and accounts for a minimal amount of our overall emission intensity at 0.09 tCO₂e/NZ\$M. Our landfill output is very low, with 95% of generated waste being recycled. We are now working towards a target of 96% operational waste recycling on our New Zealand site in the next year. A key component of this is reducing the amount of waste sent to landfill.

Energy use

Energy efficiency continues to be a focus for us. Emission intensity from electricity used at our New Zealand and Mexico sites reduced by 1.4% over the past financial year. This was a result of on-going energy reduction projects such as the introduction of LED lighting and other process improvements. This result follows a significant 12.9% reduction in emissions between 2013 and 2014.

Water

Our most recently constructed building is located in Auckland, New Zealand, and operates a rainwater collection system where rainwater is recycled for toilet flushing. We have also installed constant pressure toilet flushing, which minimises water usage. 1103m³ of rainwater was collected and utilised in this building.

Storm water management

Our Auckland facilities have a campus-style layout, with storm water from the site diverted into a multi-staged sedimentation pond. Besides acting as a scenic centrepiece to the campus, the pond minimises our impact on downstream water quality by allowing sediment to settle prior to discharge into the nearby Tamaki River.

Case study: The Green Team and our local community

As part of our commitment to continuous improvement, an employee 'Green Team' was formed in 2013. This team includes a number of New Zealand based staff with a passion and desire to reduce our impact on the environment.

Initiatives of this group include education, employee engagement and recognition programmes, and more recently, the Green Award programme. This award is presented quarterly and recognises an employee or team that has displayed a passion for and commitment to recycling and sustainability over the previous three months.

We also hosted an environmental business seminar for our local business community in Auckland. This seminar allowed us to showcase our journey towards eliminating waste and to share the lessons learned in order to assist other local businesses with similar objectives.

Case study: Community planting

In early 2015, Fisher & Paykel Healthcare and partner NZ Landcare Trust hosted a community planting day on our Auckland campus as part of the volcano to sea project. Over 100 members of staff and the local community came together to plant 2000 native trees in an effort to improve the health of the nearby Tamaki River catchment.

A range of grass, shrub and tree species were planted to establish a native riparian zone around a storm water discharge point along the coastal boundary of the campus. In the future, this zone will reduce sedimentation loading in the catchment and increase water quality by acting as a filter for run-off. It is also anticipated that the zone will attract native bird species once well-established.



The community planting day.

Stronger communities



Our primary contribution to the community is in the nature of the work that we do - as a medical device designer, manufacturer and marketer, we employ an increasing number of people who work to provide innovative technologies that help improve care and outcomes around the world. With the number of patients treated by our devices estimated to be over 10 million and growing every year, and more than 3000 people employed, the impact on our communities is considerable.

We strive to build and nurture strong, lasting partnerships with local communities and organisations relevant to our company and people.

Through a combination of financial and in-kind support, we have implemented and sponsored various community development programmes, particularly in the areas of science and technology. As we continue to grow, our capacity to expand and enhance these important programmes will also increase.

We provide financial sponsorship of the Auckland-based Middlemore Foundation, Auckland City Hospital, and the Intensive Care Foundation in Australia. Each year, we employ a large number of university students at our New Zealand manufacturing and R&D site.

We are listed on the New Zealand and Australian stock exchanges. We value the support and confidence of our shareholders and our Board seeks to achieve the highest standards of corporate governance and investor relations best practice. We return a large proportion of our profit to shareholders as dividends.

Clinical contributions

Clinical studies are an important element in building confidence in the efficacy of our products, particularly in new clinical settings.

Clinical research validates the improvements in patient outcomes that our products can deliver, and we work closely with clinicians and healthcare organisations to support these studies and identify ways in which our products can help them provide better healthcare solutions.



Students test their Kiwibot robot designs.



Students compete in a Kiwibots competition.

Case study: Kiwibots

One of our major sponsorships is of the New Zealand Robotics Charitable Trust (Kiwibots). The Kiwibots hold an annual national competition using VEX Robotics, which is the biggest and fastest growing robotics competition in the world, involving over 33 countries and 10,000 teams. The programme aims to encourage young people's interest and confidence in science, technology, engineering and mathematical (STEM) subjects.

Although facilitated and supported by school teachers, the impetus of the programme is on student-led independent learning and self-discovery. Participants are mentored by tertiary students, which supports this approach and also allows younger students a glimpse into the options in higher education for STEM.

Challenges, or 'games' are announced in April each year, where teams are provided with a set of instructions and parameters within which to design and build a robot. In 2015, the game was 'Sky Rise', a challenge where high school teams were asked to build a robot capable of constructing a tower of up to eight feet high in the shortest amount of time possible.

After working on their designs, an annual national competition sees the top teams selected to represent their country overseas. In each year since the programme's inception in 2007, a New Zealand team has been victorious.

Now, with the programme growing rapidly, organisers are looking to further broaden its reach into schools, particularly those in lower socio-economic areas, and intermediate aged school children (from 11 years). Kiwibots also recently hosted a competition in the Pacific island of Samoa. As a foundation sponsor, we are excited to assist in realising the programme's potential.

Case study: Auckland STEM Alliance

The Auckland STEM Alliance is a community partnership supporting better engagement among school and tertiary students in science, technology, engineering and mathematics.

Made up of corporates, educators, crown research institutes and science organisations, the alliance aims to foster the growth of STEM education, promote greater engagement between businesses and the education sector, and assist in building science literate communities.

Our employees represent Fisher & Paykel Healthcare on the participatory science platform programme. We provide a business lens to pilot projects which show students the value of science skills and highlight the career pathways available within the science sector. This programme also builds our relationships with local science businesses, researchers and young people in projects focused around our local South Auckland community.

Fisher & Paykel Healthcare is a world leader in medical devices and systems for use in respiratory care, acute care, surgery and in the treatment of obstructive sleep apnea.