



Slavery and Human Trafficking Statement

ResMed is dedicated to conducting business in a lawful manner and to the highest standards of business ethics. We expect our suppliers to conduct business to the same high standards.

The Modern Slavery Act requires certain commercial organisations that carry on a business in the United Kingdom to disclose the steps taken to ensure slavery and human trafficking are not taking place in their business or supply chain.

This statement describes what ResMed does to ensure that slavery and human trafficking are not taking place in our business or in our supply chain. This statement reflects the actions we are taking as a group of companies.

About ResMed

ResMed designs, manufactures and markets equipment for the diagnosis, management and treatment of sleep apnea, chronic obstructive pulmonary disease and other chronic diseases. We are a global leader in connected care. We operate globally in over 100 countries.

The majority of products sold by ResMed's United Kingdom operations are manufactured by related parties within the ResMed group of companies. ResMed has a multi-tiered supply chain and sources materials from around the world. We communicate our expectations regarding human trafficking and slavery to our suppliers through our systems, policies, contracts and procedures.

Policies

Within ResMed

ResMed issues a Code of Conduct and Ethics. The code states our expectation that all ResMed employees uphold our corporate values and comply with all applicable laws and regulations. The code also contains provisions to protect employees' freedom of association and right to work in a harassment-free office.

Employees are able to report potential violations of ResMed's Code of Conduct and Ethics confidentially through ResMed's ethics hotline. Failure to comply with ResMed's code may result in disciplinary action and/or termination of employment.

Our supply chain

Our standard supply terms for component manufacturers require our suppliers to ensure that they do not use child labour or mental or physical coercion, forced labour, physical punishment, and provide workers with a safe and healthy work environment in accordance with all applicable labour laws, including those relating to hours worked, wages and working conditions. Our suppliers must pass on these requirements to their sub-contractors.



In addition, the ResMed Supplier Manual has anti-slavery and anti-trafficking policies that:

- prohibit any form of child labour or other exploitation of children, consistent with the International Labour Organization's Minimum Age Convention;
- require compliance with applicable local labour laws (including slavery or any other form of forced or involuntary labour); and
- allow ResMed to request a higher standard of compliance over local laws.

Failure to comply with any part of the ResMed Supplier Manual will be taken seriously. ResMed will take appropriate steps to address the failure which may include removing the supplier from ResMed's approved supplier list.

ResMed also has a Supplier Code of Conduct. The Supplier Code of Conduct states our expectations regarding slavery and human trafficking and other applicable laws including health and safety.

Assessing and Managing Risk

ResMed uses internal resources to evaluate the risk of human trafficking and slavery in its supply chain. We conduct audits of a number of our suppliers to monitor their ongoing compliance with ResMed's systems, policies and procedures.

Training

We train relevant employees in our supply function to identify and report human trafficking and slavery within the supply chain in accordance with the policies and procedures that we have in place. The training consists of a series of lectures, interactive group discussions, workshops, and case study exercises.

This statement constitutes ResMed (UK) Ltd's slavery and human trafficking statement in accordance with section 54(1) of the Modern Slavery Act 2015 for the financial year ending 30 June 2017. It has been approved by ResMed (UK) Ltd's Board of Directors.

Signature:

Name: **EWAN CATHBERTSON**

Title: **DIRECTOR**

Date: **12 JANUARY 2018.**