



## 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 United Kingdom's 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

At ResMed, we pioneer innovative solutions that treat and keep people out of the hospital, empowering them to live healthier, higher-quality lives. Our cloud-connected medical devices transform care for people with sleep apnea, COPD, and other chronic diseases. Our comprehensive out-of-hospital software platforms support the professionals and caregivers who help people stay healthy in the home or care setting of their choice. By enabling better care, we improve quality of life, reduce the impact of chronic disease, and lower costs for consumers and healthcare systems in more than 120 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 Business Conduct and Ethics to ResMed employees. The Code of Business Conduct and Ethics states our expectation that all ResMed employees uphold our corporate values and comply with all applicable laws and regulations. The Code of Business Conduct and Ethics also contains provisions to protect employees' freedom of association and right to work in a harassment-free work environment.

Employees have a duty to report any known or suspected violations of ResMed's Code of Conduct and Ethics. We provide an ethics hotline which employees may use to anonymously report potential violations



of ResMed's Code of Conduct and Ethics. Failure to comply with ResMed's Code of Conduct and Ethics may result in disciplinary action up to and including termination of employment.

## Our supply chain

ResMed has a Supplier Code of Conduct that states our requirements for our suppliers regarding labour and human rights. The Supplier Code of Conduct sets out our expectations that suppliers:

- Ensure that there is no mental or physical coercion, physical punishment, forced labour, bonded labour, or prison labour in their operations or supply chain;
- Ensure that workers are not required to lodge "deposits" or identity papers;
- Do not engage in the use of child labour;
- Comply with applicable discrimination laws;
- Ensure that every worker is treated with respect and dignity, and is not subject to physical, sexual, psychological or verbal harassment or abuse;
- Recognise and respect the right of employees to freedom of association and collective bargaining;
- Ensure that wages and benefits meet, at a minimum, national laws including minimum wage legislation and collective agreements; and
- Ensure that working hours comply with national laws and collective agreements.

In addition, our standard supply terms prohibit our suppliers from using child labour, prison labour, slave labour or any other form of forced or involuntary labour. Our standard supply terms also require our suppliers to comply with applicable laws relating to wages, hours and conditions of employment, and occupational health and safety. Our suppliers must pass on these requirements to their sub-contractors.

Finally, ResMed has a Supplier Manual which requires our suppliers to comply with labour and employment laws, including prohibitions against child labour, and forced or involuntary labour, and requires suppliers to acknowledge that they comply with the United Kingdom's Modern Slavery Act 2015. ResMed views failure to comply with any part of the ResMed Supplier Manual seriously. ResMed may take steps up to and including removal of suppliers from ResMed's approved supplier list in the event of non-compliance with any part of ResMed's Supplier Manual.

## 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 about human trafficking and slavery within the supply chain based on our policies and procedures.

In addition, we have trained our key suppliers on the importance of not using human trafficking and slavery. The training covered our policies and expectations on slavery and human trafficking, and our plans to monitor our suppliers against these requirements.

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 2020. The directors of ResMed (UK) Ltd approved this statement.

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Date: December 15, 2020 | 6:39:02 PM AEDT