



## ResMed Australia - Modern Slavery 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 adhering to the same high standards.

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 or have taken as a group of companies.

This statement constitutes ResMed Holdings Pty Ltd's (ACN 003 765 133) (**ResMed Australia**) modern slavery statement in accordance with the *Modern Slavery Act 2018* (Cth) for the financial year ending in June 2020 and captures the activities of ResMed Australia's Australian subsidiaries<sup>1</sup>.

### 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 digital health technologies and 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 140 countries.

### Structure, operations and supply chains

#### Structure

ResMed Australia is structured as an Australian proprietary company limited by shares. ResMed employs approximately 1,400 people in Australia.

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<sup>1</sup> The Australian subsidiaries of ResMed Australia which meet the requirements of a reporting entity under the *Modern Slavery Act 2018* (Cth) are ResMed Pty Ltd (ACN 003 765 142) and ResMed Asia Pacific Limited (ACN 070 076 470)

The ResMed Group's ultimate holding company for its operating subsidiaries is ResMed Inc., a Delaware corporation.

ResMed Australia's registered office is:

1 Elizabeth Macarthur Drive  
Bella Vista, New South Wales 2153

## **Operations**

ResMed conducts primary research and development activities in Australia, Singapore and the United States.

ResMed manufactures medical devices in Australia and Singapore which are marketed, sold and distributed in over 140 countries.

## **Supply chain**

ResMed has an extensive supply chain and sources materials from around the world. ResMed purchases configured components for its devices from various local and overseas suppliers.

ResMed's manufacturing operations consist of specialist component production as well as assembly and testing of our devices, masks and accessories. We operate a globally distributed manufacturing network designed for supply chain resilience that is intended to control costs and minimise risks.

We communicate our expectations regarding modern slavery to our suppliers through our systems, policies, contracts and procedures.

ResMed standard supply terms require suppliers to comply with applicable laws relating to wages, hours and conditions of employment, and occupational health and safety. Our suppliers are required to pass on these requirements to any sub-contractors they engage.

## **Risks of modern slavery practices**

ResMed procures raw materials, parts and components for assembly of our products from different suppliers around the world. The supply chain for our products is extensive, and in some cases runs many tiers deep. It is difficult to assess the risk of modern slavery conditions which may exist in our supply chain where ResMed is many tiers removed from the sub-tier suppliers.

As the risk factors for modern slavery and forced labour are constantly changing with global factors and current events, we rely on third party monitoring tools to identify specific risk indicators and areas of concern.

## Actions to assess and address risks

ResMed uses a number of internal and external resources to identify, assess and evaluate the risks of modern slavery within our operations and supply chain.

ResMed has developed risk-based tools for our manufacturing suppliers. These tools assess suppliers against key risk indicators of modern slavery such as minimum employment age, the existence of written employment contracts, social and labour policies, processes to manage occupational health and safety and the practice of withholding wages as disciplinary action.

We conduct regular audits of our key suppliers to monitor their ongoing compliance with ResMed's systems, policies and procedures.

ResMed engages with its stakeholders regarding business, safety and supply, including modern slavery.

## Codes and policies

ResMed's Supplier Code of Conduct sets out requirements for engaging with suppliers and sets out our expectations that suppliers:

- take steps to ensure there is no mental or physical coercion, physical punishment, forced labour, bonded labour, or prison labour in their operations or supply chain;
- take steps to ensure that workers are not required to lodge "deposits" or identity papers;
- do not engage in the use of child labour;
- comply with applicable anti-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 rights of employees to freedom of association and collective bargaining;
- ensure that wages and benefits meet, at a minimum, applicable national laws including minimum wage legislation and collective agreements; and
- ensure that working hours comply with national laws and collective agreements.

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

ResMed's Supplier Manual requires 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 *Modern Slavery Act 2018* (Cth) and the United Kingdom's *Modern Slavery Act 2015* as applicable. 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.

ResMed issues a Code of Business Conduct and Ethics to all ResMed employees globally (**Ethics Code**). The Ethics Code states our expectation that all ResMed employees uphold our corporate values and comply with all applicable laws and regulations. It 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 the Ethics Code and we provide an ethics hotline which employees may use to anonymously report potential violations. Failure to comply with the Ethics Code may result in disciplinary action up to and including termination of employment.

## Training

ResMed trains employees working in our supply function about modern slavery risks within our supply chain based on our policies and procedures. Relevant ResMed employees also attend training provided by third parties about risk indicators for modern slavery and recommended best practices to reduce the risk of modern slavery in our operations and supply chain.

ResMed runs regular internal operations forums where we discuss key risks existing in our operations and supply chain, including modern slavery.

We also conduct regular relationship management forums with our key suppliers during which we have expressed the importance to ResMed of combatting modern slavery and have sought information from our suppliers about their efforts to ensure that modern slavery conditions do not exist within their operations or supply chain.

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

## Effectiveness of actions to assess and address risks

ResMed regularly seeks information from our key suppliers to understand the supplier's efforts to ensure that slavery and human trafficking are not taking place in their business or supply chain and identify known risk factors for modern slavery. We review the information that suppliers provide us and make enquiries with suppliers to examine their responses and assess the effectiveness of their actions.

ResMed records its actions to combat modern slavery and track their impact and responsiveness using risk-based tools.

We keep up to date with modern slavery developments, and relevant employees regularly attend training provided by non-government organisations and other third parties to ensure that our efforts to combat modern slavery align with industry best-practice. We assess our response to modern slavery against recommended best practices and implement changes to our policies and procedures where necessary.

Our practices and policies are always evolving, and we continue to look for ways to improve the effectiveness of our response to modern slavery.

This statement has been reviewed and approved by the directors of ResMed Australia's Australian subsidiaries which meet the reporting threshold set out in the *Modern Slavery Act 2018* (Cth).

<b>Signature</b>	 58A9E9F984AF427...
<b>Name</b>	David Pendarvis
<b>Position</b>	Secretary
<b>Date</b>	March 30, 2021