

California Transparency In Supply Chains Act Disclosure

ResMed Inc. (and its subsidiaries, collectively "ResMed") is dedicated to conducting business in a lawful and ethical manner. It is our expectation that our suppliers also conduct themselves in such a manner.

To this end, we issue to our suppliers ResMed's Supplier Manual which, among other issues, sets out the requirements and expectations we have for our suppliers (and in turn their suppliers). We evaluate the risk of human trafficking and slavery in our own supply chain, rather than using a third party to do so, and include policies in our Supplier Manual to address those risks. Our anti-slavery and anti-trafficking policies include specific requirements and warranties for:-

- Prohibition of child labor based on the International Labor Organisation's Minimum Age Convention, 1973;
- Compliance with applicable local occupational health and safety and labor laws (including slave, prisoner or any other form of forced or involuntary labor); and
- A right for ResMed to request a higher standard of compliance where we believe that the local laws are not in line with our corporate values.

The ResMed Supplier Manual includes an acknowledgement that the supplier must sign to indicate their responsibility for knowing and adhering to the standards of ResMed's Supplier Manual and ResMed's overall Supplier Management Process. Through this acknowledgement, our suppliers certify that the materials incorporated into ResMed's products comply with local laws regarding slavery and human trafficking. Failure to comply with any part of the manual or the process can result in removal of the supplier from ResMed's Approved Supplier List and termination of our relationship with them.

Specific training related to identifying and reporting human trafficking and slavery will be conducted for those employees and contractors linked to supply chain management. ResMed's Code of Business Conduct and Ethics, which is issued to all ResMed employees, clearly states the commitment of all ResMed employees to compliance with all applicable laws and regulations in the conduct of our business activities. This extends to laws regarding slavery or human trafficking in the countries in which we do business. Failure to comply with ResMed's Code of Business Conduct and Ethics can result in disciplinary action and or termination of employment.

ResMed will conduct audits of its suppliers to monitor the suppliers' ongoing compliance with ResMed's Supplier Manual. At this time, a formal audit will not be conducted unannounced by an independent third party, however, ResMed's Internal Quality/Supplier Audit Department will implement announced audits during the normal course of business with the supplier. Those employees that will be trained to identify non-compliance will be expected to report any potential unlawful or unethical conduct within the supply chain.

ResMed's Vice President of Global Supplier Alliance has overall responsibility for compliance with this Act.