

Modern Slavery and Human Trafficking Statement

December 2023



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Message from our CEO



ResMed is dedicated to conducting our business with the highest standards of business ethics. We have an obligation to our employees, shareholders, customers, suppliers, community representatives, and beyond to be honest, fair, and forthright in all our business activities. This includes identifying and addressing modern slavery risks as well as maintaining responsible and transparent supply chains.

ResMed's mission is to help people sleep better, breathe better, and live healthier, higher-quality lives outside the hospital. In the last 12 months, our global team has changed over 165 million lives with our digital health products and cloud-based software solutions; our ambitious goal is to improve 250 million lives in 2025.

ResMed's overall strategy is grounded in the people who work with us, ethical business practices, and operational excellence. These foundations enable us to save and enrich hundreds of millions of lives around the world. An essential part of our ethical business practices and operational excellence is the ResMed corporate culture and our rigorous code of values and ethics. Legal compliance and an emphasis on safety and human rights of the people who work with ResMed, including those in our global supply chain as well as our business partners and contractors, are all integral elements of our global ResMed culture.

We seek the best people from around the world who are passionate about our field, and we support them to be the absolute best they can be. We understand that people – our ResMedian team, our suppliers, our partners in healthcare delivery, our distributors, and patients – all need an environment and culture that encourages and promotes the best outcomes.

Given the diversity and breadth of our products, solutions and markets we operate in, we acknowledge there may be modern slavery risks in our supply chain. We also acknowledge that to be successful in reducing these risks, we need to build upon our work from previous years. That's why we continue taking a risk-based approach, focusing on enhancing the measures we have already taken in relation to the following four key areas which you will see throughout this statement:

1. Governance and policies
2. Training and communication
3. Assessing risks
4. Investing in internal and external resources

Our risk-based approach will enable us to continue to assess and improve our efforts over the coming years.

We are proud of ResMed's efforts to fight against modern slavery as well as our passionate social contributions directly to the communities that we serve worldwide. We are fully committed to reducing the risk of modern slavery in our business and supply chains, and we expect the same high standards from all our suppliers, contractors, and business partners.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mick Farrell'.

Mick Farrell, CEO, ResMed
December 2023



Introduction

The United Kingdom's Modern Slavery Act 2015 ("UK Modern Slavery Act"), Australian Modern Slavery Act 2018 (Cth.) ("Australian Modern Slavery Act"), and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 ("Canadian Modern Slavery Act") require certain reporting entities to publish information describing their actions to assess and address modern slavery risks.

This statement describes the steps taken by the below reporting entities to assess and address the risks of modern slavery, forced labour, child labour, and human trafficking ("modern slavery") in our business and in our supply chains. This statement reflects the actions we are taking or have taken under our broader environmental, social and governance ("ESG") framework.

This statement has been prepared for the financial year ending 30 June 2023. It has been prepared in consultation with key teams that collaborate to deliver our broader ESG framework and in key business areas of the reporting entities, such as procurement, legal, and risk.

Reporting entities

This is a joint statement of the following reporting entities pursuant to the Australian Modern Slavery Act:

- ResMed Holdings Pty. Ltd. (ACN 003 765 133);
- ResMed Pty. Ltd. (ACN 003 765 142);
- ResMed Asia Pacific Limited (ACN 070 076 470), (collectively "ResMed Australia"); and,
- ResMed Asia Pte. Ltd. (201816214N), ("ResMed Singapore").

Together these reporting entities are referred to as ResMed ("we," "us," or "our").

This statement is made by the below entity pursuant to the UK Modern Slavery Act:

- ResMed (UK) Limited (Reg. No. 2863553) ("ResMed UK")

This statement is a joint statement of the following entities pursuant to the Canadian Modern Slavery Act:

- ResMed Corp., (41-1653149) a Minnesota corporation; and,
- ResMed Corp. (Canada) (1781306) a branch of ResMed Corp. (collectively "ResMed Corp.")

Our structure, operations and supply chains

Structure

ResMed Inc., a Delaware corporation, is the ultimate holding entity for the ResMed group of companies ("ResMed Group"). ResMed Inc.'s principal share listing is on the New York Stock Exchange; its secondary listing of common stock via Chess Depositary Instruments is available on the Australian Securities Exchange.

ResMed Australia comprises three reporting entities pursuant to the Australian Modern Slavery Act that are companies incorporated in Australia and have their registered offices at 1 Elizabeth Macarthur Drive, Bella Vista, NSW, 2153, Australia.

ResMed Singapore is a company incorporated in Singapore and has its registered office at 3 Tuas Avenue 2, Singapore 639443.

ResMed UK is a company incorporated in the United Kingdom and has its registered office at Quad 1, First Floor, Becquerel Avenue, Harwell Campus, Didcot, Oxfordshire, OX11 0RA, United Kingdom.

ResMed Corp. is a company incorporated in the state of Minnesota in the United States of America. **ResMed Corp. (Canada)** is a branch of ResMed Corp. in Canada and has its registered office at 251 Little Falls Drive, Wilmington, DE 19808, United States of America.

Operations

The ResMed Group is a global leader in digital health and cloud-connected medical devices. The ResMed Group designs innovative solutions to treat and keep people out of the hospital, empowering them to live healthier, higher-quality lives. The ResMed Group's digital health technologies and cloud-connected medical devices transform care for people with sleep apnea, chronic obstructive pulmonary disease, or COPD, and other chronic diseases. The ResMed Group's 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, the ResMed Group's products improve quality of life, reduce the impact of chronic disease, and lower costs for consumers and healthcare systems. The ResMed Group sells its products in over 140 countries through a combination of wholly owned subsidiaries and independent distributors.

As part of a globally distributed manufacturing network the ResMed Group aims to optimize quality, cost control, time to market for new product introduction, and supply chain resilience. Manufacturing operations consist of specialist component production as well as assembly and testing of our devices, masks, and accessories.

Our primary research and development facility is in Sydney, Australia. The ResMed Group also conducts research and development in Singapore, Ireland, China, Canada, Malaysia, and the United States of America. The ResMed's Group's main manufacturing sites are located in: Singapore; Australia; United States of America; Malaysia; and China.

ResMed Australia's main functions include distribution, manufacturing, engineering, research and development, sales, administration, and marketing.

ResMed Singapore's main functions include manufacturing, engineering, research and development, sales, administration, and distribution.

ResMed UK's main functions include sales and distribution of products that are primarily sourced from ResMed Australia and ResMed Singapore.

ResMed Corp.'s main functions include sales, distribution, marketing, product management, regulatory market access, medical affairs, government affairs, quality assurance, technical services, and operations, for products that are primarily sourced from ResMed Australia and ResMed Singapore.



ResMedians

As of 30 June 2023, the ResMed Group had approximately 10,140 employees or contingent workers, of which approximately 4,310 were employed in cost of sales activities including areas such as warehousing and manufacturing, 1,750 in research and development and 4,080 in sales, marketing and administration. Of our employees and contingent workers, approximately 3,490 (34%) were located in the United States, Canada and Latin America, 2,740 (27%) in Asia, 1,590 (16%) in Australia and 2,320 (23%) in Europe. We believe that the success of our business will depend, in part, on our ability to attract and retain diverse, qualified personnel. ResMed's global turnover rate for fiscal year 2023 was approximately 14%.

At ResMed, our mission of transforming patient care in the out-of-hospital setting through innovative solutions and technology-driven integrated care is achieved by our commitment and efforts in fostering an inclusive environment that creates a strong sense of belonging, which unlocks the potential, passion and creativity of our people. Our Code of Business Conduct & Ethics, Diversity and Inclusion practice and other practices and policies on workplace behaviour, discrimination and harassment, health and safety, and employee benefits reinforce this environment and facilitate talent attraction, retention, and development.



Employee Health and Safety

We believe maintaining a physically safe and mentally healthy working environment is essential in supporting our people to deliver their best work. We rely on global standards to provide the framework for our locally compliant, integrated and effective health and safety management systems which enable the capability, autonomy and accountability of the leaders to manage local sites. Our approach is to place health and safety as a positive contributor to innovation, continuous improvement and business sustainability through focusing on making work easier, which in turn makes work safer and more efficient.

Employee engagement and wellbeing

We regularly seek employee feedback and sentiment about our workplace through global engagement surveys that enable our people to comment on matters related to their employment experience. We openly share the survey results throughout the company and encourage teams to put in place action plans at global and local levels to address priority issues. Where benchmarks are available, our results are evaluated against comparable peer groups.

We are committed to improving the quality of life of our employees and their families. Our health and wellbeing programs differ by country and may include company-sponsored health insurance, retirement savings plans, sleep apnea screening and treatment, smoking cessation, gym membership discounts, seasonal flu vaccinations, mental health assistance, and many other programs to drive healthy behaviours and awareness. Additionally, we have implemented a companywide ResMed Day – taken at each employee's election – for our people to focus on mental, social and physical health.

Supply chains

Our suppliers are crucial partners in the operation and success of our business, and we expect them to adopt our standards with respect to modern slavery. We communicate these expectations through systems, policies, contracts, and procedures.



The 10 countries in which we have the most mapped sites for Direct suppliers of components and materials are shown above.

We discuss higher risk factors, geographies, and sectors in subsequent sections of this statement.

We refer to the raw materials, parts, and components that we procure for direct use in manufacturing our therapeutic and diagnostic sleep disorder products as ‘Direct’, and all other procurement as ‘Indirect’. The ResMed Group’s supply chains are global, complex, and include multiple tiers. We source over two thousand parts from over two hundred Direct suppliers, many of which are available from multiple vendors and some which are single-sourced. The ResMed Group has a larger number of Indirect suppliers, which is undertaken globally and locally, due to the breadth of geographical spread and functional requirements.

As of June 2023, we continued to be impacted by supply constraints on certain raw materials and electronic components. These constraints have impacted and may continue to impact our ability to manufacture products in quantities necessary to satisfy customer demand, which could negatively impact our results of operations. We are actively working to mitigate the impact of supply constraints by multi-sourcing and qualifying alternate materials. Notwithstanding, the potential for supply constraints to increase modern slavery risks, we remain steadfast in our prohibition on modern slavery in our supply chain as set out in our Global Third Party Code of Conduct and further described below.

Modern slavery framework

In line with the opening message from our CEO, we continue taking a risk-based approach to combatting modern slavery. This year our focus has been on enhancing existing actions relating to policies, supply chain monitoring, upskilling staff, assessing risks, and investing in internal and external resources. We have developed the below framework to classify our efforts into a common structure for consistency. The bullet points below give a snapshot of these enhancements in the context of our modern slavery framework.



Governance and policies

- Code of Business Conduct and Ethics
- Global Third Party Code of Conduct
- Whistleblower Policy
- Global Procurement Policy
- Supplier Manual



Training and communication

- Mandatory and voluntary training
- Governance policy training
- Informal awareness



Assessing risks

- Mapping and monitoring our supply chains
- Annual supplier risk questionnaires
- Supplier due diligence
- Desktop reviews



Investing in internal and external resources

- Implementing new technology for assessing and addressing risks
- Consulting with third-party subject matter experts and regular multi-disciplinary review

Our assessment of the risks of modern slavery practices in ResMed’s operations and supply chains

ResMed continues carrying out due diligence of its suppliers by consulting third-party classifications of high-risk factors, sectors, commodities, and geographies, to inform our strategy. ResMed also continues investing in third-party technology to identify high-risk factors, sectors, commodities, and geographies relevant to our operations and supply chain because the risks for modern slavery are constantly changing.

As in previous years, we continue to assess the factors, sectors, and geographies shown to the right as having a heightened risk to potentially cause, contribute to, or directly link ResMed’s operations or supply chains to instances of modern slavery.

ResMed’s close working relationships with its Tier 1 Suppliers provides ResMed with visibility to assess the risks of modern slavery in its direct supply chain. However, there may be high risk factors and sectors within our broader supply chain that may pose higher risks of modern slavery. A “Tier 1 Supplier” is a supplier with whom ResMed has a direct relationship. We describe below the further actions we are taking for responding to, and mitigating, these risks.



High risk factors

- Labour-intensive services
- Outsourced labour hire
- Raw materials sourcing
- Migrant workers



High risk sectors

- Cleaning and maintenance
- Electronics
- Manufacturing
- Information technology
- Logistics, transport
- Packaging (paper)



High risk geographies

- China
- Indonesia
- Malaysia
- Thailand

Our actions to assess modern slavery risks

Over the last year, we continued using our existing solutions and strengthened the actions we take to assess our modern slavery risks through a risk-based approach focusing on onboarding suppliers, monitoring suppliers, and implementing a new standardised annual supplier risk questionnaire. Details of these key tools and actions are set out below.

Verifying new suppliers	
Key tools Verifying new suppliers using a third-party technology, for economic sanctions and Adverse Media Events (“AME”) relating to social responsibility including human rights, discrimination, workforce disputes, and health and safety issues.	Actions during reporting period Implementing new third-party technology to enhance detectability of risks and verify supplier identity.
Monitoring existing suppliers	
Key tools Monitoring existing suppliers using third-party technology for economic sanctions and AMEs relating to social responsibility including human rights, discrimination, workforce disputes, and health and safety issues. We rely on a combination of solutions to gather, store, and analyse this data for ongoing analysis, monitoring, and action using a risk-based approach.	Actions during reporting period We began implementing new technologies with enhanced data gathering capabilities to complement our existing tools for monitoring suppliers.
Annual questionnaires	
Key tools Issuing annual risk questionnaires to key suppliers, tracking completion, and following up for additional information if necessary.	Actions during reporting period During the reporting period we began implementing an enhanced strategy for issuing and collecting data through annual supplier risk questionnaires. We now collaborate with a third party to issue the Slavery & Trafficking Risk Template (STRT) as a standardised means for collecting, tracking completion, and collating information from our suppliers into new monitoring tools. We then use this data for further internal risk-based analysis, monitoring, and action.

Our actions to address modern slavery risks

We continue centering our internal facing actions around existing tools, with a focus on upskilling our employees through awareness, training, and enhancing policy as set out below.

Internally facing actions

Code of Business Conduct and Ethics	
Key tools Our Code of Business Conduct and Ethics applies to all ResMed employees globally (“Ethics Code”) and sets out the expectations of employee conduct. The Ethics Code requires employees to: uphold ResMed’s high standard of business ethics including belonging, diversity, and inclusion; comply with all applicable laws and regulations; and, report any known or suspected violations via the Ethics Hotline. Failure to comply with the Ethics Code may result in disciplinary action up to and including termination of employment.	Actions during reporting period We require employees to complete regular Ethics Code training. In the three-month period ending 30 June 2023 approximately 77% of designated Ethics Code training was complete by the due date.
Whistleblower Policy	
Key tools Additionally, ResMed Australia has a Whistleblower Policy which allows for employees, suppliers, and workers of suppliers (amongst others) to raise issues with ResMed directly. Our Code of Business Conduct and Ethics also provides for, and encourages employees to report activities that are unlawful or unethical. ResMed encourages its employees and other relevant disclosers to feel confident about raising their concerns by being able to access a reporting and investigative mechanism that is objective and confidential, where they know that they are protected from reprisal for doing so. Employees and other relevant disclosers can make their reports to any eligible recipient, as well as via the Ethics Hotline. Anonymous reporting is available.	Actions during reporting period Sending an annual reminder to relevant employees and eligible recipients about the Australian Whistleblower Policy and our Code of Business Conduct and Ethics with useful follow-up resources.

Global Procurement Policy

Key tools

ResMed's Global Procurement Policy applies to all ResMed employees who procure on behalf of ResMed. It sets out ResMed's requirements relating to:

- holistic procurement pursuant to the guiding principles of ethics, integrity, value consciousness, business impact;
- onboarding suppliers, including process, due diligence, and verification; and,
- requiring disclosure of information from suppliers to ResMed for complying with ResMed's modern slavery disclosure obligations.

The Global Procurement Policy also incorporates, by reference, ResMed's Code of Business Conduct and Ethics, and Global Third Party Code of Conduct, both of which expressly prohibit modern slavery as we describe in this statement.

Actions during reporting period

We require relevant employees to review and acknowledge the Global Procurement Policy.

All supply chain employees have a duty under the Global Procurement Policy to report known or suspected breaches through their manager, People team, or the Ethics Hotline.

Ethics Hotline

Key tools

ResMed's Ethics Hotline is managed by an independent third party, is accessible 24 hours a day, seven days a week, with translators available when necessary. A breach or suspected breach of ResMed policies should be reported via the Ethics Hotline. Anonymous reporting is available.

Actions during reporting period

We monitor the Ethics Hotline for reports about modern slavery. None were received during the reporting period.

Mandatory training

Key tools

We assign mandatory modern slavery training to certain employees, using a risk-based approach, for completion through our online learning management system. We also make this training available in our online learning management system to other employees.

Actions during reporting period

Successfully developing and introducing bespoke modern slavery training module for our employees. We made this new training mandatory for certain employees using a risk-based approach, began promoting the module for voluntary training to our product development teams, and made it available to other employees in our online learning management system.

Over 90% of relevant employees completed this mandatory training by the due date.

Informal training and awareness

Key tools

Ongoing risk-based training and awareness initiatives to relevant employees about the risks of modern slavery.

Actions during reporting period

General training and awareness initiatives for procurement, legal, director, and senior management teams' knowledge about modern slavery risks, ethical sourcing, and human rights as they relate to ResMed's operations and supply chain. We also began promoting our annual Modern Slavery Statement in an internal news network.

Multi-disciplinary review

New approaches

During the reporting period, we began holding regular multi-disciplinary reviews, between legal, procurement, and other subject matters experts as needed, to evaluate the progress of our program and evaluating risks that arise through our assessment framework.



Externally facing actions

We continue centering our external facing actions around existing tools, with a focus on enhancing policy and terms of business as set out below.

Global Third Party Code of Conduct	
Key tools The Global Third Party Code of Conduct sets out ResMed’s expectations for distributors, business partners, suppliers, advisors, and other third parties registering, promoting, selling, and marketing ResMed products and services, or otherwise interacting with government officials, health care professionals, or others on ResMed’s behalf. It clearly sets out our expectation of these third parties to respect human rights, comply with modern slavery laws, and expressly prohibits modern slavery in their businesses and supply chains. All third parties have a duty to report any known or suspected violations of the Global Third Party Code of Conduct to ResMed.	Actions during reporting period In this reporting period we made updates to expressly identify and prohibit specific modern slavery practices. We also introduced the requirement for third parties to take reasonable steps to reduce the risks of modern slavery in their business and supply chains. We encourage these third parties to make available the Global Third Party Code of Conduct and details of the Ethics Hotline within their business and supply chains to promote reporting of actual or potential misconduct.
Supplier Manual	
Key tools The Supplier Manual requires suppliers to comply with labour and employment laws, including prohibitions against modern slavery, human trafficking, child labour, forced or involuntary labour, and requests suppliers to acknowledge that they comply with the United Kingdom’s Modern Slavery Act, the Australian Modern Slavery Act, and other similar legislation. ResMed takes failure to comply with any part of the Supplier Manual seriously and may take consequential actions including removal of suppliers from ResMed’s approved supplier list in the event of non-compliance with any part of the Supplier Manual.	Actions during reporting period During the reporting period we made updates to the Supplier Manual and sent it to key suppliers. We did not receive any reports of modern slavery from our suppliers during the reporting period.

Standard Supply Terms

Key tools

Our standard supply terms: prohibit suppliers from using child labour, prison labour, slave labour, or any other form of forced or involuntary labour; require suppliers to comply with applicable laws relating to wages, hours and conditions of employment, occupational health and safety; and, to expect and require the same from their sub-contractors. We also rely on a clause library for empowering our internal legal team to take a risk-based approach in selecting appropriate clauses to address modern slavery when negotiating contracts.

Actions during reporting period

Updating our standard purchase terms to: more clearly identify specific types of modern slavery; require suppliers to maintain procedures for identifying and addressing modern slavery risks; and, notify ResMed of modern slavery concerns. reporting of actual or potential misconduct.

Remediation

Key tools

We have not yet verified any instances of modern slavery and therefore have not yet taken any specific remedial action. However, as our modern slavery program is still maturing, it may be necessary for us to undertake remedial action in future reporting periods. With this in mind, we are in the early stages of developing our framework for remediating the potential adverse impact of our actions to address modern slavery in our supply chain, on the most vulnerable victims and families.



Assessing the effectiveness of our actions to address modern slavery risks

We continue taking conscious, considered, and risk-based steps to enhance our systems and processes for mitigating modern slavery risks. We appreciate that this is a continuous journey that we look forward to progressing in future reporting periods.

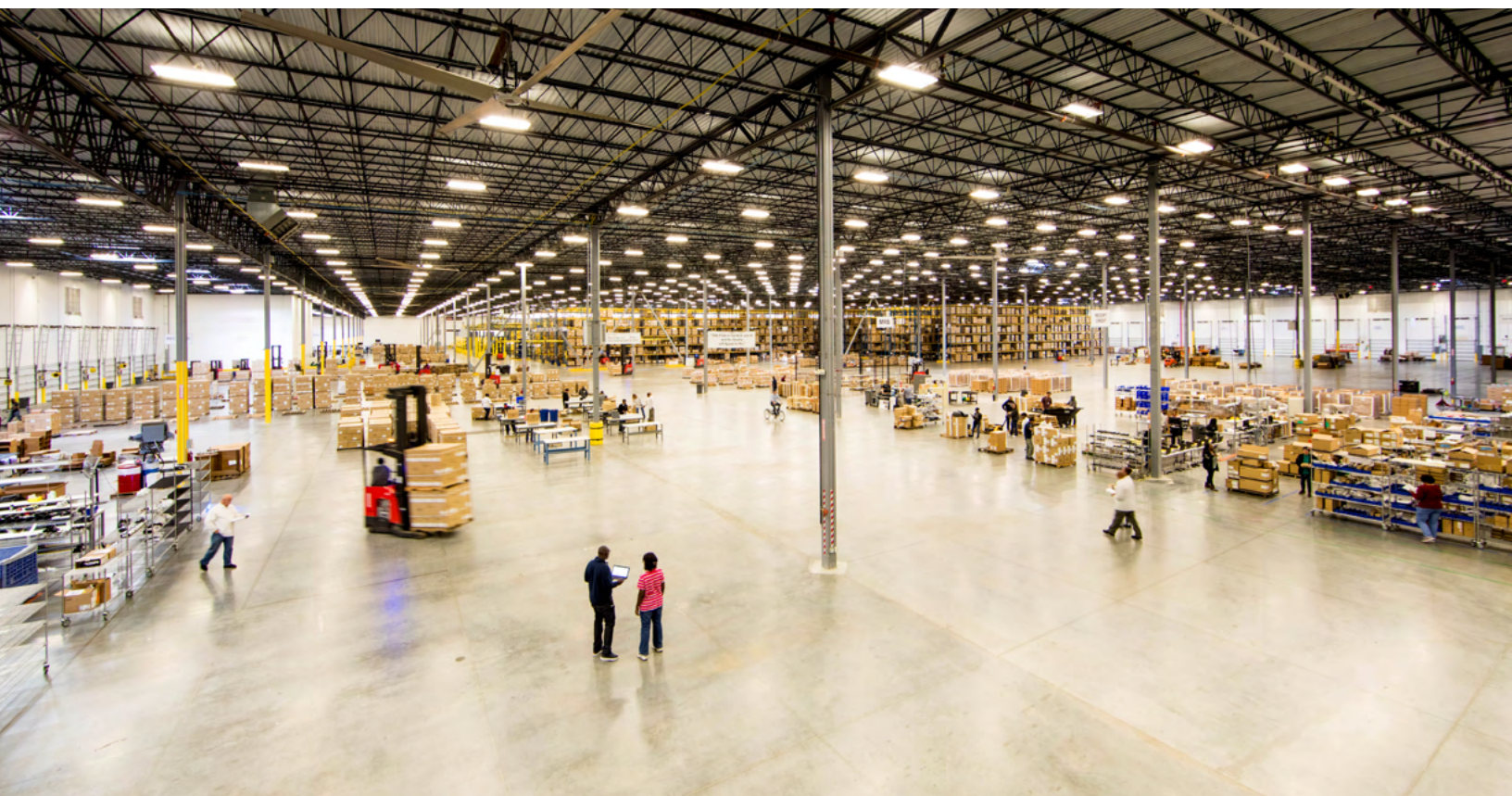
In the FY22 reporting period we developed a set Effectiveness Indicators with reference to publicly available guidance, information, and analyses. We continue using these Effectiveness Indicators for mapping and assessing the progress of key FY23 focus areas as set out below.

Legend of Effectiveness Indicators

- 1 Setting up a process for regular review and engagement
- 2 Enhancing internal awareness, training and investment
- 3 Partnering with a third party
- 4 Updating our assessment process and considering trends
- 5 Conducting internal audits or monitoring of specific steps to assess and address risks
- 6 Tracking actions

Governance and policies	Effectiveness indicator
Updating and communicating policies to deepen our impact	2
Enhancing standard purchase terms to deepen our impact	3 6
Training and communication	
Developing custom internal training for mandatory and voluntary completion	2
Ongoing informal awareness about responding to modern slavery risks	2
Ongoing consultation within our organization in preparation of this statement and stakeholder reviews of our actions	1 5 6

Assessing Risk	Effectiveness indicator
Implementing the STRT as a standardised means for collecting data from key suppliers	3 4 5
Implementing new technologies for assessing and addressing risk	1 3 4 5 6
Carrying out in-depth risk assessments on some suppliers	4 5
Began developing a site visit checklist	4
Investing in internal and external resourcing	
Completing a high-level ESG materiality assessment	2 3
Fortnightly multi-disciplinary reviews	1 2 5 6
Implementing new technologies for assessing and addressing risks	1 3 4 5 6
Consulting with third-party subject matter experts	2 3



Consultation across ResMed

Each of the ResMed reporting entities consult with each other in preparing this joint statement. In preparing this statement, ResMed Australia also consulted with representatives of the entities that it owns or controls, that have material operations, to assess their retrospective efforts and future plans for reducing modern slavery risks.

Throughout the reporting period

Subject matter experts from our internal legal and procurement teams consulted with relevant senior management to continue raising awareness about modern slavery, regulatory trends, and evolving social expectations that may be relevant to our business.

Preparing this statement

In preparation of this statement our internal legal and procurement subject matter experts consulted with directors of each reporting and other relevant stakeholders to reflect on the reporting period, our actions, this statement, and opportunities to improve in future reporting periods.

As a result of our modern slavery program maturing, we are making efforts to consult broadly across multiple levels of our organization throughout the reporting period because we believe this ongoing dialogue will have a compounding effect.



Moving forward

We look forward to tackling the complex and dynamic issues of modern slavery in future reporting periods, by building upon our existing actions. We have established the foundations of our due diligence processes, continue monitoring evolving events relating to modern slavery with risk-based systems, and continue to have open dialogue with our supplier network. We will continue monitoring the effectiveness of our approach in addressing the risks of modern slavery and continue to update and develop our systems as appropriate.

Following our review of the effectiveness of the steps we have taken this past financial year ending 30 June 2023, some of our focus areas to assess and address the risks of modern slavery in our operations and supply chains in future reporting periods may include, but are not limited to, those set out below.

Focus area	Category	Impact group
Finalising a modern slavery checklist that any ResMed employee can complete when visiting a supplier site	Assessing	Business operations
Enhancing our internal modern slavery training	Addressing	Business operations
Broaden the scope of suppliers in our annual modern slavery campaign	Assessing	Supply chain



Mandatory criteria

The following page(s) of our statement address each of the mandatory criteria in section 16 of the Australian Modern Slavery Act

Mandatory criteria	Page(s)
Identify the reporting entity	2
Describe the reporting entity's structure, operations and supply chains	3-6
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	8
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	7,9-14
Describe how the reporting entity assesses the effectiveness of these actions	15-16
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	17
Any other information that the reporting entity, or the entity giving the statement, considers relevant	1-17

This statement constitutes, for the financial year ending 30 June 2023: ResMed Australia's modern slavery statement in accordance with the Australian Modern Slavery Act 2018 (Cth.) and captures the activities of ResMed Australia's Australian subsidiaries; ResMed Asia Pte. Ltd.'s voluntary modern slavery statement in accordance with the Australian Modern Slavery Act 2018 (Cth.) ResMed (UK) Ltd.'s slavery and human trafficking statement in accordance with section 54(1) of the United Kingdom Modern Slavery Act 2015; and, ResMed Corp.'s report in accordance with section 11 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

This statement has been reviewed and approved by directors of: ResMed Holdings Pty. Ltd. on 20 December 2023, in their capacity as principal governing body of ResMed (UK) Ltd. (Reg. No. 2863553), ResMed Pty. Ltd. (ACN 003 765 142), ResMed Asia Pacific Limited (ACN 070 076 470), and ResMed Holdings Pty. Ltd. (ACN 003 765 133); ResMed (UK) Ltd. (Reg. No. 2863553) and was approved on 20 December 2023; ResMed Asia Pte. Ltd. (201816214N) on 20 December 2023, in their capacity as principal governing body of ResMed Asia Pte. Ltd.; and, ResMed Corp., (41-1653149), on 20 December 2023, as governing body of ResMed Corp. and ResMed Corp. (Canada) (1781306) in accordance with s 11 4(b)(ii) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

I am grateful for the hard work and dedication of all ResMedians that contribute to our ongoing modern slavery program and preparing this statement. I also thank the readers of this statement for their interest and taking the time to appreciate our efforts.



Michael J. Rider

Director, ResMed Holdings Pty. Ltd.

Director, ResMed Asia Pte. Ltd.

Director, ResMed (UK) Ltd.

Director, ResMed Corp.



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