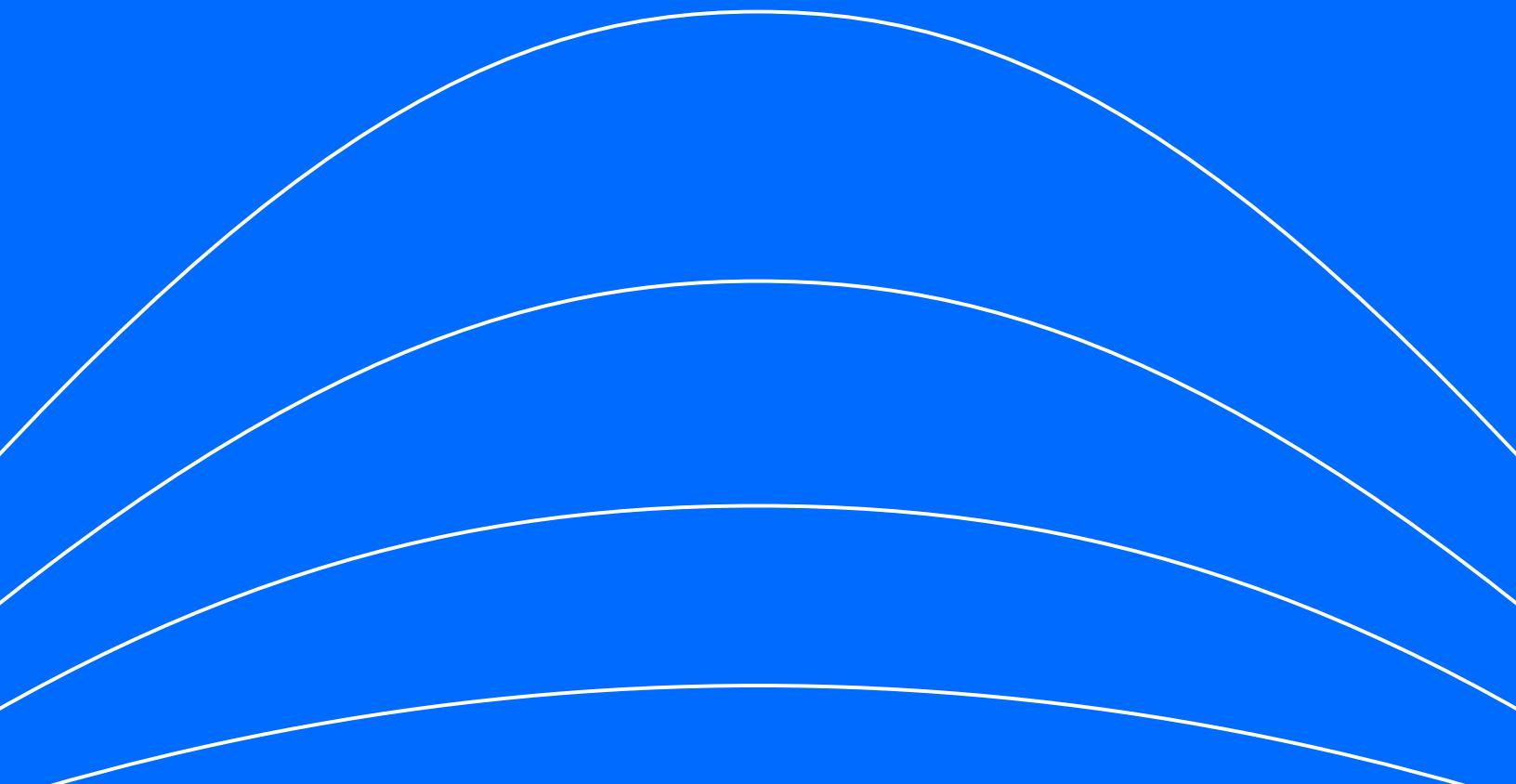


# Modern Slavery and Human Trafficking Statement



December 2025

 Resmed

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# Message from our Chairman and CEO

At Resmed, we envision a world where every person can achieve their full potential through better sleep and breathing, with care delivered in their own home. As we start out fiscal year 2026, this mission continues to guide everything we do – from how we innovate, to how we grow, to how we serve millions more people each year.

Over the last 12 months, we empowered more than 154 million lives with our digital health products and cloud-based software solutions – a milestone that brings us closer to our bold ambition: to help 500 million people worldwide live healthier lives in 2030.

This is not just a business goal, it's a social imperative. More than 2.3 billion people globally are living with untreated or under-treated conditions like sleep apnea, insomnia, COPD, and other forms of respiratory insufficiency. These individuals deserve care that is effective, personalised, and accessible – delivered in the setting that works best for them. That's why we are accelerating the transformation of healthcare, moving it closer to home and putting people at the centre of every solution we create.

At the heart of each of our products and digital solutions lies the often-overlooked narrative of our dedicated employees, reliable suppliers, and committed community representatives. Our achievements are deeply rooted in this diverse value chain, which will continue to drive our success. We hold a responsibility towards these groups—as well as to our shareholders and customers—to uphold the highest standards of business ethics by being honest, fair, and transparent in all our activities. This commitment includes identifying and mitigating the risks associated with modern slavery while ensuring responsible and transparent supply chains.

Our strategy is centred on empowering teams, prioritising artificial intelligence, and building trust. These foundational pillars, combined with our ethical business practices and operational excellence, enable us to save and enrich hundreds of millions of lives globally. At the heart of our ethical framework is a strong corporate culture, supported by a comprehensive code of values and ethics. Our commitment to legal compliance, as well as to the safety and human rights of everyone connected to Resmed—including our global supply chain, business partners, and contractors—is fundamental to our culture and essential to our ongoing success.

Given the wide range of our products, solutions, and the markets we serve, we recognize that there may be risks of modern slavery within our supply chain. To effectively mitigate these risks, we must build on our previous efforts. Therefore, we adopt a risk-based approach, concentrating on improving measures in four key areas: governance and policies, training and communication, risk assessment, and investment in internal and external resources.

We take pride in Resmed's ongoing efforts to combat modern slavery, as well as our meaningful contributions to the communities we serve around the world. Our commitment to minimizing the risk of modern slavery extends throughout our business and supply chains, and we expect all our suppliers, contractors, and business partners to uphold these same high standards.



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

Michael "Mick" Farrell  
Chairman and CEO, Resmed  
December 2025

# 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, 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 sustainability and environmental, social and governance ("ESG") frameworks. This statement has been prepared for the financial year ending 30 June 2025. It has been prepared in consultation with key teams that collaborate to deliver our broader sustainability 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 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 is a joint statement is of the following entities pursuant to the UK Modern Slavery Act:**

- ResMed EPN Ltd (Reg. No 06863315); and,
- ResMed (UK) Limited (Reg. No. 2863553) (“collectively 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 Depository Instruments is available on the Australian Securities Exchange.

### Resmed Australia

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

Resmed Singapore is a company incorporated in Singapore and has its registered office at:

**3 Tuas Avenue 2, Singapore 639443.**

### Resmed UK

Resmed UK comprises two reporting entities that are incorporated in the United Kingdom and have their registered offices at:

**Quad 1, First Floor, Becquerel Avenue, Harwell Campus, Didcot, Oxfordshire, OX11 0RA, United Kingdom.**

### Resmed Corp.

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. We design innovative solutions to 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, chronic obstructive pulmonary disease, or 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, our 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 optimise quality, cost control, time to market for new product introduction, and supply chain resilience. Our manufacturing operations consist of specialist component production as well as manufacturing and testing of our devices, masks, and accessories.

Our primary research and development facility is in Sydney, Australia. The Resmed Group's main manufacturing sites for Resmed branded products are located in: Singapore; Australia; United States of America; and, Malaysia.

## Resmed Australia

Resmed Australia's main functions include manufacturing, engineering, research and development, sales, administration, and distribution

## Resmed Singapore

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

## Resmed UK

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

## Resmed Corp.

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

## Resmedians

As of 30 June 2025, the Resmed Group had approximately 10,600 employees or contingent workers, of which 4,240 were employed in cost of sales activities including areas such as warehousing and manufacturing, 1,990 in research and development and 4,370 in sales, marketing and administration. Of these employees and contingent workers, approximately 3,250 (31%) were located in the United States, Canada and Latin America, 3,250 (31%) in Asia, 1,570 (14%) in Australia and 2,530 (24%) in Europe. Roughly 15% of total headcount were contingent workers. We believe that the success of our business will depend, in part, on our ability to attract and retain qualified personnel that represent the world we live in, in every way. The Resmed

Group's average global turnover rate for fiscal year 2025 was approximately 12%.

Our mission of creating life-changing health technologies that people love is achieved by our commitment and efforts in fostering an environment that unlocks the potential, passion and creativity of our people. Our Code of Business Conduct & Ethics, along with 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 employ 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. This year, we enhanced our resources dedicated to mental health and psychological safety in the workplace. Our approach is to place health and safety as a positive contributor to innovation, continuous improvement and business sustainability by 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 well-being programs differ by country and may include company-sponsored health insurance, retirement savings plans, sleep apnoea screening and treatment, smoking cessation, gym membership discounts, seasonal flu vaccinations, mental health assistance, and many other programmes to drive healthy behaviours and awareness. Additionally, we have implemented a company-wide 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 uphold our standards on human rights and modern slavery. These expectations are communicated through our systems, policies, contracts, and procedures.

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'. Our medical devices, digital health solutions, and out-of-hospital care rely on a global, multi-tiered supply chain. The Resmed Group sources over 2000 parts from Direct suppliers.

We work closely with Tier 1 Direct suppliers to gain visibility into risks further down the supply chain, particularly in higher-risk geographies and sectors. These suppliers bring critical expertise in electronics, materials, and manufacturing. Indirect suppliers meet our diverse needs

in areas such as IT, logistics, and corporate services — often sourced locally. We discuss higher risk factors, geographies, and sectors in subsequent sections of this statement.

Our supply chain may be impacted by periodic transport disruptions and supply constraints on certain raw materials and electronic components, including semiconductor chips and magnets. Such disruptions or constraints may impact our ability to manufacture products in quantities and in the time necessary to satisfy global customer demand, which could negatively impact our results of operations. 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.

### Locations of key direct suppliers of components and materials



# Modern slavery framework

We continue taking a risk-based approach to combatting modern slavery. Over the past year, our focus has been on enhancing our internal policies and systems relating to our supply chain monitoring, upskilling our staff, assessing risks, and investing in internal and external resources.

The framework detailed below describes how we classify our efforts into a common structure and provides examples of the efforts we undertake to enhance our risk-based approach within each of the framework elements.



## Governance and policies

- Board and executive oversight through a dedicated committee
- Code of Business Conduct and Ethics
- Global Third-Party Code of Conduct
- Global Procurement Policy
- Global Supplier Manual
- Australian Whistleblower Policy



## Training and communication

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



## Assessing risks

- Map and monitor our supply chains
- Annual supplier risk questionnaires
- Supplier due diligence
- Desktop reviews



## Internal and external resources

- Leverage technology for supply chain mapping and risk assessment
- Consult with third-party subject matter experts and perform multi-disciplinary reviews

# Governance and policies

Our governance framework is supported by policies that guide ethical conduct and compliance across our operations and supply chain. For employees, the Code of Business Conduct and Ethics and the Global Procurement Policy set expectations for ethical behaviour, legal compliance, and responsible sourcing. These policies reinforce our approach to protecting and promoting human rights. [The Code of Business Conduct and Ethics](#) is publicly available on our corporate website.

For our suppliers and business partners, the Global Third Party Code of Conduct and the Global Supplier Manual outline our standards on labour practices, human rights, and modern slavery. These documents require third parties to comply with applicable laws and to take reasonable steps to prevent modern slavery in their operations and supply chains. [The Global Third Party Code of Conduct](#) is publicly available on our corporate website, providing transparency and serving as a reference for current and prospective suppliers.

Governance oversight is embedded within Resmed's broader sustainability governance framework. The Resmed Group's board, through the Compliance, Privacy, and Quality Committee, oversees our sustainability strategy, policies, reporting, and goals. Operational accountability also sits with the Sustainability Executive Oversight Committee, which reviews ethical labour and sourcing issues as part of its oversight obligation. [The Compliance, Privacy, and Quality Committee Charter](#) is publicly available on our corporate website.

Matters are addressed through our cross-functional governance structure, ensuring that subject-matter experts from across the organisation collaborate to identify risks and drive improvements. This integration enables us to align supplier oversight with our broader commitments to responsible business and transparent reporting.



# Assessment of modern slavery risks in our operations and supply chains

We apply a risk-based approach to identify and prioritise modern-slavery risks across our operations, supply chains and labour supply. We draw on third-party and public sources—including the Walk Free Global Slavery Index—as well as our own onboarding and monitoring processes. New suppliers are screened before onboarding, with onboarding declined where serious concerns are identified. In-scope suppliers are monitored for adverse media and sanctions.

We use independent third-party platforms and targeted desktop assessments to verify evidence from higher-risk suppliers. This enables us to assess inherent risk by geography, sector, commodity, and labour practice, and to track residual risk over time.

In line with the UN Guiding Principles on Business and Human Rights (“UNGPs”), we categorise salient risks by whether Resmed could cause, contribute to, or be directly linked to harm. This framework guides our strategy for assessing and addressing modern slavery risks.

Modern slavery risks in our operations include employment practices, use of consultants and contractors, and company acquisitions. Procuring goods or services from higher-risk industries or locations may increase our exposure to modern slavery, especially when suppliers obtain raw materials or components from such sources.

To make our risk assessment more tangible, we disclose below a set of illustrative scenarios, which reflect potentially high-risk factors (labour-intensive services; temporary labour-hire & recruitment; raw-materials sourcing; migrant workers), high-risk sectors (electronics, manufacturing, logistics/transport, packaging, textile), and higher-risk geographies that are relevant to Resmed’s supply chains. Scenarios are anonymised, do not attribute risk to specific counterparties, and are presented to show how such risks may manifest for workers and how Resmed may be connected.

Risk scenario	Where & tier (illustrative)	Workers most exposed	Illustrative exposure per UNGP
Recruitment fee debt & deception in migrant corridors	Tier 1-2 suppliers in South East Asia; labour providers	Migrant workers; agency workers	Directly linked; may contribute where recruiter selection or purchasing practices create incentives
Excessive overtime & wage deductions in contract manufacturing and packaging	Tier 1-2 suppliers in East Asia; South East Asia	Production line workers	Directly linked; potential contribution if compressed lead times drive overtime
Document retention or restriction of movement in dormitories	Tier 1-2 suppliers across multiple regions	Migrant and younger workers	Directly linked
Labour hire risks in facility support services	Own sites & Tier 1 service providers	Low-wage, often agency-supplied workers (including migrants and female workers)	Risk may arise from direct operations where oversight is insufficient; from indirect contribution through provider terms; or through associations with service providers.
Upstream raw materials (metals and minerals; pulp and paper; textile inputs)	Tier 2 and beyond (upstream)	Mill workers; smelter workers; farm workers	Directly linked deep in chain

# Our actions to assess modern slavery risks

Over the last year, we continued with 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 supplier risk questionnaires. Details of these key tools and actions are set out below.

## Verifying new suppliers

### Key tools

We verify new suppliers using 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

Continued to implement third-party technology to enhance detectability of risks and verify supplier identity.

## Monitoring existing suppliers

### Key tools

We monitor 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

Continued to utilise our existing tools for monitoring suppliers.

## Supplier questionnaires

### Key tools

Key suppliers are requested to complete risk questionnaires for the purpose of better understanding any potential modern slavery risks.

### Actions during reporting period

Collaborated with a third party to issue a questionnaire for gathering and analysing information about labour practices from selected suppliers in sectors with higher inherent modern slavery risks, including recruitment agencies who provide temporary labour for light industrial activity and textile manufacturing.

Engaged suppliers who did not participate in the previous questionnaire campaign and successfully obtained their responses. The information we collect provides valuable insights into suppliers' understanding, maturity, and performance in relation to labour practices and alignment with international labour standards. These insights are used to support further internal analysis, ongoing monitoring, and targeted supplier engagement activities.

Conducted desktop assessments with an independent provider to verify evidence and produce a risk grading by criterion. These insights inform how we aim to prioritise engagement and corrective actions and establish a baseline of supplier maturity for future improvement.



# Our actions to address modern slavery risks

We continue to centre our internal-facing actions around existing tools, with a focus on upskilling our employees through awareness, training, and enhancing policies.

## Internal Policies and Resources

### Code of Business Conduct and Ethics

#### Key tools

The Code of Business Conduct and Ethics applies to all Resmed employees globally ("Ethics Code") and sets out the expectations of employee conduct. It requires employees to uphold Resmed's high standards 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 may result in disciplinary action up to and including termination of employment.

#### Actions during reporting period

Regular Ethics Code training is mandatory for all employees. In the period ending 30 June 2025 approximately 82% of designated Ethics Code training was completed by the due date.

### 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 prohibits modern slavery.

#### Actions during reporting period

Relevant employees are required to review and acknowledge the Global Procurement Policy. All 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. The Ethics Hotline is available without regard to whether a person works for Resmed or one of its suppliers. A breach or suspected breach of Resmed policies should be reported via the Ethics Hotline. Anonymous reporting is available.

### Actions during reporting period

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

## Whistleblower Policy

### Key tools

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, suppliers, and workers of suppliers (amongst others) can make their reports to any eligible recipient or via the Ethics Hotline. Anonymous reporting is available.

### Actions during reporting period

Formal reminders were sent to relevant employees and eligible recipients about our Australian Whistleblower Policy and our Code of Business Conduct and Ethics with useful follow-up resources.

Participation in the Australian Securities and Investment Commission's ("ASIC") FY25 Whistleblower Questionnaire. ASIC collects information about entities' whistleblower programs in order to provide corporate benchmarking and spur individual review of programmes and practices.

## Training and Awareness

### Key tools

We design bespoke, mandatory modern slavery training and assign it using a risk-based approach to employees involved in supplier selection, procurement and human resources. This training is delivered through our online learning management system and is also made available to additional employees on a voluntary basis.

### Actions during reporting period

Continued to mandate the completion of the modern slavery training module for employees identified as having higher exposure to modern slavery risks. During this reporting period, we expanded the scope of employees required to complete the training, based on updated risk assessments.

Introduced a knowledge retention quiz as part of the training module to enhance learning outcomes. Additionally, we promoted the module across the organisation to encourage voluntary participation through our online learning platform. Over 75% of relevant employees completed this mandatory training by the due date.

Delivered general training and awareness initiatives to enhance the understanding of modern slavery risks, ethical sourcing, and human rights among key internal stakeholders.

Conducted in-person information sessions for procurement teams based in the Asia-Pacific region, focusing on practical insights into identifying and mitigating modern slavery risks in the supply chains.

## Multi-disciplinary review

We facilitated 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.

## Modern Slavery Framework Review

Beginning in the 2025 reporting period, we initiated a comprehensive review of our Modern Slavery framework to ensure it remains relevant and capable of scaling with Resmed's 2030 growth ambition, which also anticipates a corresponding expansion of our supplier base. By building on our existing efforts and continuously evaluating the effectiveness of our approach, we aim to address the complex and dynamic challenges of modern slavery with increasing rigour and responsiveness in the years ahead.

# External policies and resources

We continue to centre 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, advisers, and other third parties registering, promoting, selling, and marketing Resmed products and services, or otherwise interacting with government officials, healthcare 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

Encouraged 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.

### Actions during reporting period

Updated the Supplier Manual to reflect changes in our internal and external operating environment, which was provided to key suppliers. A copy of the Supplier Manual is also available to all current and potential suppliers in our supporter portal and publicly online. 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; communicate the expectation that our suppliers require the same from their subcontractors.

We rely on a clause library to empower our internal legal team to take a risk-based approach to address modern slavery when negotiating contracts.

### Actions during reporting period

Utilised updated 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.

## Supplier capability (training & support)

### Actions during reporting period

Provided suppliers with access to sustainability-related training modules and resources through our external partner as part of our supplier assessment programme. These materials are available in multiple languages and cover key topics such as modern slavery, labour rights, conflict minerals, and climate-related risks. The assessment process itself serves as an opportunity to build supplier awareness, capacity, and alignment with our commitment to ethical and responsible business practices.

## Remediation

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 programme 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 process 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 taken to address modern slavery risks

We continue to take 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 2025, we completed the UK Government's Modern Slavery Assessment Tool (MSAT), achieving a score of 73%. Our strongest performance was in areas of governance, policies and procedures, and risk management, reflecting

the progress we have made in strengthening oversight and embedding our framework. We will use these insights from the MSAT to guide further improvements in visibility, remediation, and supplier engagement.

In the 2025 reporting period we also continued to utilise a set of Effectiveness Indicators with reference to publicly available guidance, information, and analyses as set out below.



Governance and policies	Effectiveness indicator												
Updating and communicating policies to deepen our impact													
<h2 data-bbox="151 382 633 424">Training and communication</h2>													
Expanding the recipients of our custom internal training for mandatory and voluntary completion													
Informal awareness about responding to modern slavery risks													
Consultation within our organisation in preparation of this statement and stakeholder reviews of our actions													
Collecting feedback from testing participants' retention of training materials													
<h2 data-bbox="151 910 393 952">Assessing risk</h2>													
Continuing to implement technologies for assessing and addressing risk													
Carrying out in-depth risk assessments on select suppliers													
<h2 data-bbox="151 1227 878 1269">Investing in internal and external resourcing</h2>													
Continuing to implement technologies for assessing and addressing risk													
Consulting with third-party subject matter experts													
<p><b>Legend of Effectiveness Indicators</b></p> <table> <tbody> <tr> <td data-bbox="181 1670 213 1712">1</td><td data-bbox="230 1670 626 1727">Setting up a process for regular review and engagement</td><td data-bbox="833 1670 866 1712">4</td><td data-bbox="882 1670 1279 1733">Updating our assessment process and considering trends</td></tr> <tr> <td data-bbox="181 1733 213 1776">2</td><td data-bbox="230 1733 626 1797">Enhancing internal awareness, training, and investment</td><td data-bbox="833 1733 866 1776">5</td><td data-bbox="882 1733 1323 1797">Conducting internal audits or monitoring of specific steps to assess and address risks</td></tr> <tr> <td data-bbox="181 1803 213 1845">3</td><td data-bbox="230 1803 518 1839">Partnering with a third-party</td><td data-bbox="833 1803 866 1845">6</td><td data-bbox="882 1803 1051 1839">Tracking actions</td></tr> </tbody> </table>		1	Setting up a process for regular review and engagement	4	Updating our assessment process and considering trends	2	Enhancing internal awareness, training, and investment	5	Conducting internal audits or monitoring of specific steps to assess and address risks	3	Partnering with a third-party	6	Tracking actions
1	Setting up a process for regular review and engagement	4	Updating our assessment process and considering trends										
2	Enhancing internal awareness, training, and investment	5	Conducting internal audits or monitoring of specific steps to assess and address risks										
3	Partnering with a third-party	6	Tracking actions										

# Consultation across Resmed

Each of the Resmed reporting entities consulted 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, or that have material operations - to assess their retrospective efforts and future plans for reducing modern slavery risks.

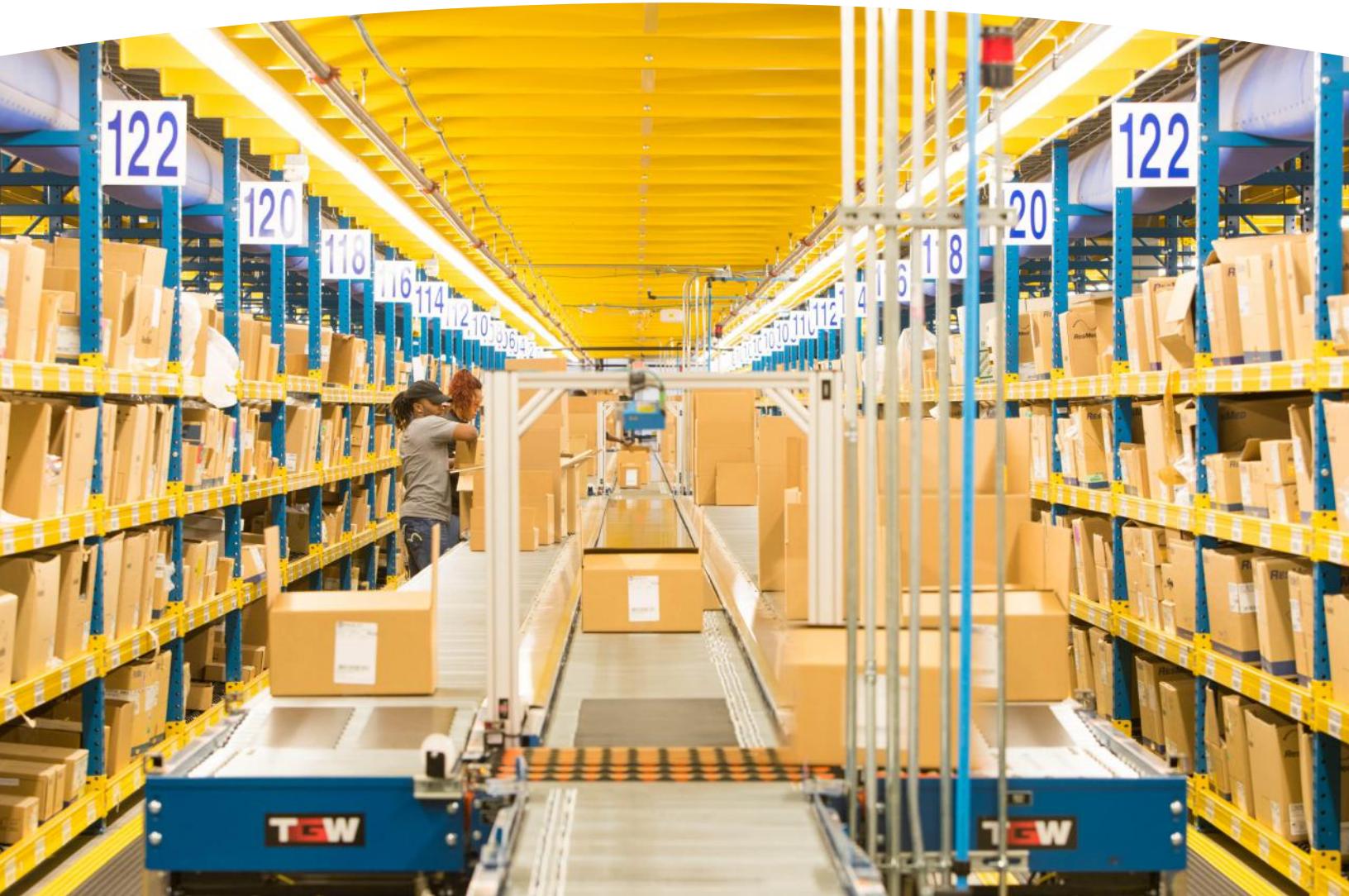
## Throughout the reporting period

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 entity 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 programme maturing, we are making efforts to consult broadly across multiple levels of our organisation throughout the reporting period because we believe this ongoing dialogue will have a compounding effect.



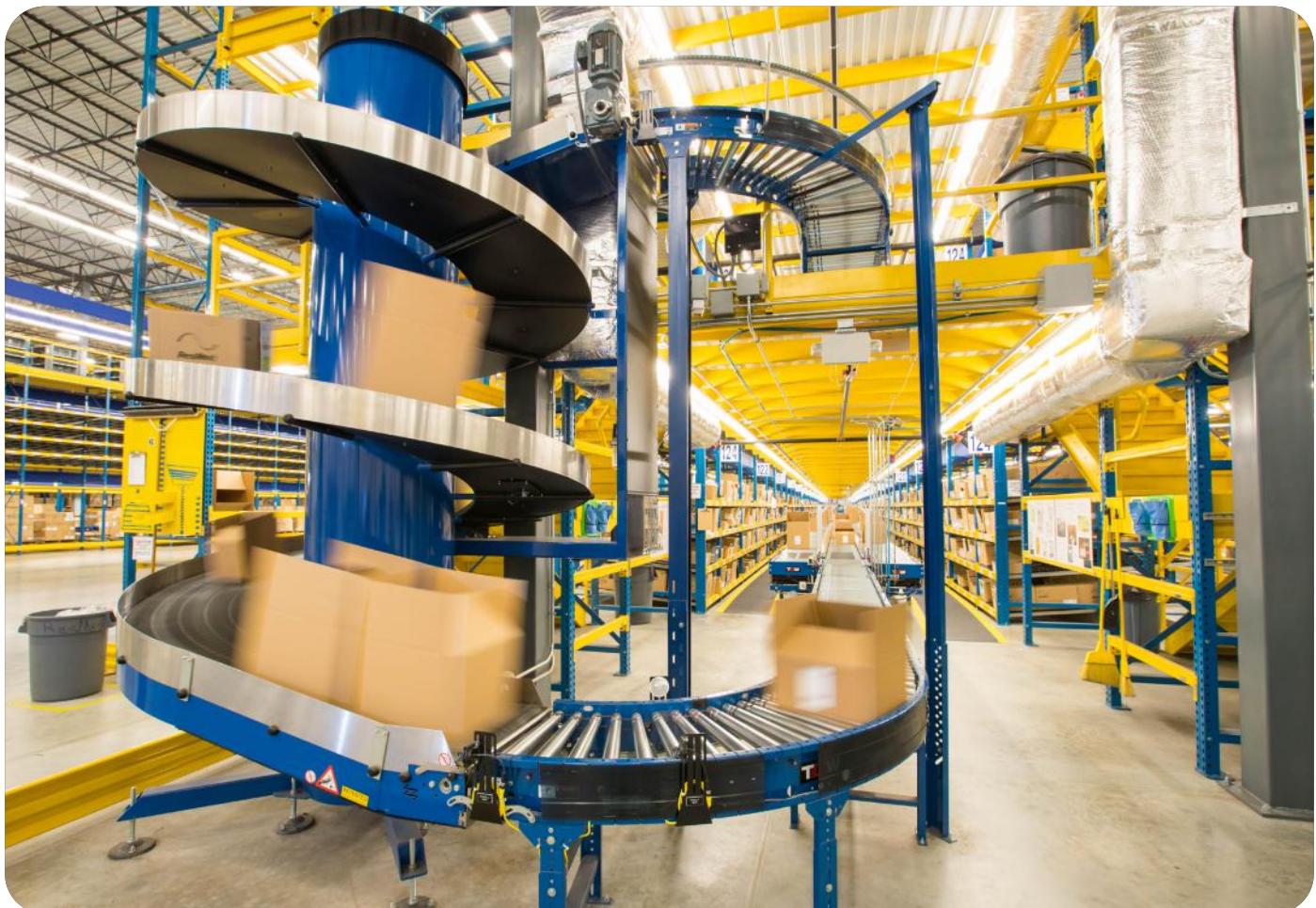
# Moving forward

We have laid the foundations of our due diligence processes and continue to strengthen them through risk-based systems that monitor evolving modern slavery risks. Maintaining open and transparent dialogue with our supplier network remains a core component of our approach.

Throughout this reporting period, we continued to assess the effectiveness of the actions we have taken. Based on this assessment, we have identified key focus areas to further enhance our ability to identify and address modern slavery risks across our operations and supply chains in future reporting periods.

## Focus Areas:

- Expand the coverage of supplier baseline assessments to better identify risks related to human trafficking and modern slavery.
- Enhance contract management processes to reinforce adherence to Resmed's ethical sourcing policies.



# 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	5
Describe the reporting entity's structure, operations, and supply chain	6–9
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	10
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	12–19
Describe how the reporting entity assesses the effectiveness of these actions	20–21
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)	22
Any other information that the reporting entity, or the entity giving the statement, considers relevant	1–25

# Reviews and approvals

**This statement has been reviewed and approved by one or more directors of:**

- ResMed Holdings Pty. Ltd. on 12 December 2025 in their capacity as principal governing body of
  - ResMed (UK) Ltd. (Reg. No. 2863553),
  - ResMed EPN Ltd. (Reg. No 06863315);
  - 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) on 12 December 2025;
- ResMed EPN Ltd. (Reg. No 06863315) on 12 December 2025;
- ResMed Asia Pte. Ltd. (201816214N) on 12 December 2025 in their capacity as principal governing body; and,
- ResMed Corp., (41-1653149), on 12 December 2025 as governing body of ResMed Corp. and ResMed Corp. (Canada) (1781306) for and in accordance with s 114(b)(ii) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

**This statement constitutes for the financial year ending 30 June 2025:**

- Resmed Australia's modern slavery statement in accordance with the Australian Modern Slavery Act 2018 (Cth.) and captures the activities of its Australian subsidiaries;
- Resmed Singapore's voluntary modern slavery statement in accordance with the Australian Modern Slavery Act 2018 (Cth.);
- ResMed (UK) Ltd.'s and ResMed EPN 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 the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



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

A handwritten signature in black ink, appearing to read "Michael J. Rider".

**Michael J. Rider**

Director, ResMed Holdings Pty. Ltd.  
Director, ResMed Asia Pte. Ltd.  
Director, ResMed (UK) Ltd.  
Director, ResMed EPN Ltd.  
Director, ResMed Corp.

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Investor Relations

<https://investor.Resmed.com/investor-relations/default.aspx>

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Corporate Governance Documents

<https://investor.Resmed.com/investor-relations/board-and-management/default.aspx?section=documents>

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Corporate Citizenship

<https://investors.Resmed.com/investor-relations/about-us/Corporate-Citizenshipat-Resmed/default.aspx>

