

Environmental Management System Procedure

Fisher & Paykel Healthcare Corporation Limited

Scope

This procedure applies to all Fisher & Paykel Healthcare manufacturing sites.

Our Commitments

As stated in our Environmental & Social Responsibility Policy, our intention is to create a positive lasting impact on society and the environment. In addition to our policy intent and fundamentals, we are committed to enabling the following in our approach to environmental management:

- Operating our business efficiently and responsibly to protect the environment and prevent pollution.
- Monitoring, reporting on, and continually improving our environmental management system to enhance our environmental performance and that of our products throughout their life cycle.
- Measuring, reporting, and reducing carbon emissions from our direct operations.
- Monitoring and reporting performance against set targets for energy, water and waste where appropriate.
- Empowering our people to set, review and achieve meaningful environmental sustainability objectives and targets.
- Complying with the letter and spirit of relevant legal and statutory requirements, meeting our responsibilities relating to the environment.
- Aligning with ISO 14001 Environmental Management Systems.

Roles and Responsibilities

The Fisher & Paykel Healthcare Board of Directors, with assistance from the Audit and Risk Committee, is responsible for providing overall governance and oversight of the company's environmental and social responsibility practices, including its environmental management system.

The Executive Management Team reports to the Audit and Risk Committee and the wider Board for progress on environmental initiatives.

Approved by the Audit and Risk Committee on 17 November 2025.