



Labour and human rights checklist for manufacturers and suppliers

	Ansell Ltd	Cochlear Ltd	Fisher & Paykel Healthcare Corporation Ltd	Nanosonics	ResMed Inc.
This concerns the publicly available policy or policies of manufacturers and suppliers of healthcare goods and describes the labour and human rights standards they impose on themselves, as well as their sub-contractors and parties they source partially finished goods or raw materials from.					
Has a code of conduct or similar policy publicly available	✓	✓	✓	✓	✓
Complaints Mechanism and Remediation Process					
Migrant Workers					
Working Hours	✓				
Minimum Wage	✓				
Payslip and Contract					
Health and Safety Management System	✓	✓	✓	✓	✓
Health and Safety Training	✓	✓	✓	✓	✓
Freedom of Association / Collective Bargaining	✓				
Labour Hire Companies / Recruitment Fees					
Passport confiscation					
Independent Auditing	✓				✓
Discrimination	✓		✓	✓	✓
Child Labour	✓				✓
Forced Labour	✓				✓
Disciplinary practices	✓				✓
Sub-contracting	✓	✓			✓*
Sourcing of raw materials					✓*
Discloses location of operations					✓
Identifies human rights risks and exercises due diligence	✓**				✓*

* Satisfies these criteria as the company is required to report under the California Transparency in Supply Chains Act, and the Dodd-Frank Conflict Minerals Act

** Satisfies this criterion as the company is required to report under the UK Modern Slavery Act 2015