



## **SOMNOMED'S MODERN SLAVERY STATEMENT**

### **Introduction**

SomnoMed is dedicated to establishing robust processes and frameworks to tackle the risk of modern slavery in our supply chain and operations.

Our mission is to improve lives through our innovative oral appliances designed for the treatment of sleep apnea. We aim to enhance sleep quality and overall well-being for individuals around the world. Alongside this, we are committed to conducting our business with integrity and adhering to the highest ethical standards.

We acknowledge that modern slavery can manifest in various forms, including but not limited to child labour, human trafficking, forced labour, servitude, forced marriage, debt bondage, and deceptive recruitment practices.

In alignment with the Modern Slavery Act 2018 (Cth), SomnoMed is resolute in our efforts to eliminate modern slavery by implementing policies and managing risks with our suppliers and within our operations.

### **Our Business**

SomnoMed is a leading medical device company specialising in the development of oral appliances for sleep apnea treatment. We are headquartered in Australia and operate with a dedicated workforce that prioritises patient care and innovative solutions.

### **Business Operations and Supply Chain**

Our key activities include:

- Development and manufacturing of sleep apnea devices
- Marketing and distribution
- Research and innovation
- Customer support and service
- Supply chain management

Supply Chain Components:

- Medical device manufacturing
- Raw materials and components
- Packaging and shipping supplies
- Marketing materials



## **Policies and Procedures**

SomnoMed has implemented various formal policies aimed at fostering ethical business practices. These policies support our commitment to preventing human rights violations and include our Code of Conduct and Whistleblower Protection Policy. We aim to conduct an hour of awareness training on human rights and modern slavery to all existing employees on an annual basis, in addition to incorporating training on this topic as part of the new hire onboarding process, to ensure our team understands their responsibilities.

Our procurement team has established a comprehensive framework designed to mitigate human rights violations. The supplier onboarding process incorporates assessments of human rights compliance for all new suppliers to identify risks of modern slavery, while existing suppliers are reviewed upon contract renewal. We will continually refine our policies to enhance our efforts against modern slavery in our supply chain and operations.

## **Potential Risks in Our Operations and Supply Chain**

We prioritise the potential risks to individuals over risks to our business. Our assessment of operations and supply chains focuses on identifying areas that may contribute to modern slavery, following the guidance of the Australian Government's Department of Home Affairs.

Our evaluation considers various factors, including the nature of products and services, geographic locations, and industry contexts. Our supply chain has been mapped to identify all locations from which we source materials and services. While some areas have been identified as low risk, we have noted potential higher-risk zones, particularly when local suppliers source products from overseas.

Moving forward, we will enhance our supplier onboarding process and training related to human rights and modern slavery.

## **Future Commitments**

In the upcoming financial year, our primary objectives will include:

- Updating our risk management policies and governance frameworks.
- Increasing engagement with stakeholders on human rights issues, including ongoing training sessions for relevant SomnoMed staff and key suppliers.
- Integrating requirements for modern slavery considerations into our existing processes.

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