

ZOLL Medical

Human Rights Statement

At ZOLL, we're passionate about our mission of improving patient outcomes and helping save lives. We provide innovative technologies that make a meaningful difference in people's lives. Our medical devices, software and related services are used worldwide to diagnose and treat patients suffering from serious cardiopulmonary and respiratory conditions.

In addition to helping save lives and improving patient outcomes, we believe in *supporting* vibrant lives by acting as a responsible corporate citizen in the world. We uphold fundamental human rights and refuse to engage in business activities that abuse human rights. To those ends, we conduct our business within the framework of applicable laws, regulations, and our own policies and procedures.

ZOLL's Human Rights Statement defines ZOLL's expectations for its employees and the employees of those with whom we work. Our guiding principles are as follows:

1. **Child Labor and Forced Labor:** ZOLL will not tolerate human trafficking, forced labor, unlawful child labor, commercial sex acts, or other unethical or illegal labor practices by employees, agents, and subcontractors or anywhere in the supply chain.
2. **Workplace Community:** ZOLL is committed to being a workplace where all employees feel valued, welcomed, and supported in their contributions to our organization.
3. **Harassment and Discrimination:** We will not tolerate unlawful harassment in employment or employee treatment.
4. **Safety and Health:** We use internal and external resources to provide a safe work environment.
5. **Compensation and Development:** Our goal is to offer our employees competitive wages and equal opportunity for advancement.

ZOLL's Human Rights Statement is aligned with ZOLL's Employee Code of Conduct and ZOLL's Third-Party Ethics and Business Code of Conduct.