



**VENDOR
*CODE OF CONDUCT***



Mission:

Excellence with every breath.

Quality Policy:

At AirLife, quality is our promise. It is our commitment to customer satisfaction and our dedication to product excellence in an evolving global healthcare market. This promise is kept through a continuously improving and effective Quality Management System and compliance to Regulatory Requirements.

Diversity, Equity, Inclusion and Advancement Statement:

At AirLife, we are committed to building a diverse workforce and an inclusive workplace that reflects the communities and customers we serve. We believe our philosophy on diversity, equity, inclusion, and advancement (DEIA) encourages excellence and equips us to serve an evolving global marketplace.

Values:

Customer First – We are committed to providing best-in-class service, quality, and customer satisfaction. We actively listen and communicate with our customers to ensure we understand the challenges they face and deliver on our promises with the goal of exceeding their expectations.

Differentiate with Our People – We appreciate people of different backgrounds and points of view. We build confidence while demonstrating a positive and energizing style. We demonstrate conviction in our beliefs, sharing opinions honestly and respectfully. We promote improvement of leadership bench strength and diversity.

Bias for Action – We explore new possibilities and are willing to approach issues differently. We value consistency and assess our decisions and actions on financial implications and the impact on our customers. We identify meaningful goals and capture the imagination of others to achieve them.

Continuous Improvement – We value the allocation of resources, time, and efforts to drive critical issues and activities. We construct meaningful strategies to address the known and unknown of future business scenarios, measuring and reassessing as we work.

Accountability – We have an uncomplicated and uncompromising understanding of right from wrong, both publicly and privately. We know collaborating in a way that brings out the best attitude and performance in all is non-negotiable. We stay the course from start to finish and focus on our desire to achieve a goal rather than fear failure because results matter.



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OVERVIEW

At AirLife, we are committed to engaging in ethical business practices in all facets of our global endeavors. As we continue to expand around the world, working at our mission to improve the quality of life, it is necessary that we ensure that every aspect of our company is held accountable to our high standards of ethical business practice. We understand that our Vendors are independent entities. However, our Vendors are a necessary part of our supply chain, and their actions and decisions impact us and our reputation. In this document, we have outlined a set of expectations, requirements, and suggestions for our Vendors. The expectations outlined in the Vendor Code of Conduct are the minimum requirements that our Vendors must be compliant with. Vendors are encouraged to surpass the baseline requirements listed in the Vendor Code of Conduct.

STANDARDS OF BUSINESS CONDUCT

General Compliance with Laws and Regulations

Vendors will comply with all laws governing the jurisdiction in which they do business. In situations where two standards of business conduct potentially conflict, the Vendor is expected to work towards achieving the higher of the two standards.

Human Rights

AirLife conducts business in a manner that respects the human rights and dignity of all, and we support international efforts to promote and protect human rights, including an absolute opposition to slavery and human trafficking. Our Vendors must do the same.

Child Labor

Vendors will only employ workers who meet the applicable minimum legal age requirement in the country where they are working or are at least 14 years old, whichever is greater. AirLife complies, and its Vendors likewise must comply, with all applicable child labor laws and industry best practices.

Forced Labor

AirLife and its Vendors will not use involuntary labor of any kind, including prison, debt bondage or forced labor.

Safe Working Environment

Vendors will provide a safe, clean, and healthy work environment for all their employees. Vendors will construct and maintain all facilities in accordance with the standards set forth by applicable laws and regulations in the countries in which they operate. The use of physical discipline or abuse or threats or physical coercion/harassment are prohibited.

Freedom of Association

Vendors must allow workers to exercise their freedom of association.

Wages and Benefits

Vendors' working hours, wages and overtime pay must comply with all applicable laws. Workers will be paid at least the minimum legal wage or a wage that meets local industry standards.



Retaliation

Vendors must prohibit retaliation against an employee because the employee opposes any form of harassment, discrimination, or retaliation or participates in a proceeding regarding harassment, discrimination, or retaliation, including participation by filing, reporting, complaining, testifying, or assisting in any other manner in an investigation, proceeding or hearing.

Environment, Health, and Safety

Vendors will implement policies and programs that are compliant with local government regulations to protect health, human safety, and the environment.

Environmental Stewardship

Vendors will comply with all environmental laws and the use of restricted substances. Vendors are expected to conduct their business in a way that is environmentally sustainable by properly disposing of all waste, both hazardous and not hazardous. When possible, Vendors should work to limit their Greenhouse Gas Emissions and must comply with local laws and best practices regarding harmful emission control.

Workplace Safety

Vendors will follow safe work practices to maintain a safe workplace for all employees. Upon request, Vendors must be able to provide AirLife with applicable certificates and permits to prove that their facilities are in line with local building safety and similar laws and regulations.

Hazardous or Restricted Substances

Vendors will comply with all applicable environmental laws and regulations regarding waste and hazardous or toxic materials. Vendors will identify and disclose to AirLife all chemicals in products that are regulated by a government or other authority in the jurisdiction where they are being used. If using hazardous or restricted substances, Vendors must establish routine safety checks to monitor the storage, usage, and disposal of these substances. Vendors are expected to limit their usage of hazardous and restricted substances in favor of safer and more environmentally friendly options.

Diversity, Equity, Inclusion, and Advancement (DEIA)

Vendors are expected to support Diversity, Equity, Inclusion, and Advancement initiatives and join AirLife in practicing business in a way that prohibits discrimination and provides equal opportunity for employment, income, and advancement in all our departments, programs, and worksites.

Discrimination/Fair Treatment

Vendors will base all employment decisions solely on qualifications, demonstrated skills and achievements – and never on race, color, religion, sex, pregnancy status, sexual orientation, gender identity, national origin, age, disability, genetic information, or any other characteristic protected by law. Vendors must follow all applicable laws, must not engage in acts of verbal or physical harassment and must not utilize mental or physical disciplinary practices.



Confidential Information

While doing business with AirLife, Vendors may have access to “Confidential Information” regarding the Company. Confidential Information may include its business strategy, plans, financial information, contracts, suppliers, customers, personnel information, or other information that the Company considers proprietary and confidential. Vendors will protect this information by safeguarding it when in use, using it only for the business of AirLife and disclosing it only when authorized to do so and only with those who have a legitimate business need to know about it. This duty of confidentiality also applies to communications transmitted by AirLife’s electronic communications platforms.

Data Protection

Vendors will implement systems that protect the confidentiality of their own data, as well as any AirLife data that they might have access to. Data such as personal identification information of employees and confidential information about employees at AirLife or other Vendors must be protected.

Financial Integrity and Records Management

Vendors will accurately and fairly document their transactions in sufficient detail and in accordance with accounting practices and policies. Vendors should ensure that the information we record is accurate, timely, complete, and maintained in a manner that is consistent with internal controls and legal obligations. Vendors must never conceal wrongdoing, or permit others to do so, or destroy documents in response to or in anticipation of an investigation or audit.

Conflicts of Interest

Vendors are expected to use good judgment and avoid situations that can lead to the appearance of a conflict of interest, because even the perception of a conflict can undermine the trust others place in AirLife and damage our reputation. Conflicts of interest may be actual, potential, or even just a matter of perception. Since these situations are not always clear-cut, each Vendor will implement a protocol for dealing with conflicts of interest so that they can be properly evaluated, monitored, and managed.

Gifts and Hospitality

Vendors will not offer any gift or service to an AirLife employee, or member of their family.

Anti-bribery and Corruption

Vendors need to comply with all local anti-corruption laws, and when doing business with AirLife, Vendors will comply with all United States anti-corruption laws. Vendors will not pay or accept bribes or kickbacks to anyone, at any time for any reason.

Anti-Money Laundering

AirLife is committed to conducting business in a way that prevents money laundering and we expect all our Vendors to comply with all anti-money laundering and financial crime laws, wherever they operate.

Fair Competition

Vendors will compete for all business opportunities fairly, ethically, legally, and will comply with all antitrust and fair competition laws regulating competition and trade in each jurisdiction where they



conduct business. Our vendors will not engage in collusive bidding, price fixing, price discrimination, or other unfair practices that violate antitrust laws.

Interactions with Media

Unless instructed directly by AirLife, no Vendor, or employee of a Vendor, is permitted to speak to the media on behalf of AirLife.

Social Media

Vendors and their employees are not authorized to speak on behalf of AirLife via any social media platform. Social media will be used to bring the workforce together, not split it apart. If a Vendor chooses to use social media, they will not use it to post content or images that are defamatory, pornographic, harassing, libelous, or that can create a hostile work environment.

MANAGEMENT SYSTEMS

Vendors will establish proper management systems to ensure compliance with applicable laws and the content of this Code. Vendor's staff will be trained in accordance with this Vendor Code of Conduct. When audits are conducted by AirLife or an external third party, knowledge of and compliance with this Vendor Code of Conduct can be checked for.

REPORTING

If you suspect unethical or suspicious behavior, AirLife empowers you to report that behavior. Reporting can be done via our Ethics and Compliance Hotline or by contacting AirLife directly. If you are unsure about your concerns you may communicate with your HR Department, Legal and Compliance Department, or AirLife's General Counsel. AirLife's Ethics and Compliance hotline is available for all employees, vendors and customers as a reporting tool if vendors cannot reach their AirLife contact.

Where to go for Help:

Caitlin Anderson, CAO & General Counsel, CAnderson@myairlife.com

Jason Wolf, SVP Legal & Compliance, JWolf@myairlife.com

Jessica Hoke, Sr. VP of Regulatory Affairs and Quality Assurance, JHoke@myairlife.com

Ethics & Compliance Hotline:

Mobile Intake Form: airlifemobile.ethicspoint.com

Web Intake Form: airlife.ethicspoint.com

U.S. Hotline: 1-833-254-2201