



Anti-Slavery and Human Trafficking Policy

SunMed Group Holdings, LLC dba AirLife ("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.

AirLife will not, and does not, support suppliers who, use involuntary labor of any kind, including prison, debt bondage or forced labor. We 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, and only support suppliers doing the same. AirLife complies, and requires its suppliers to comply, with all applicable child labor laws and industry best practices. Working hours, wages and overtime pay must comply with all applicable laws. Workers must be paid at least the minimum legal wage or a wage that meets local industry standards. Each employee can help support efforts to eliminate abuses such as child labor, slavery, human trafficking and forced labor.

AirLife takes substantive steps to identify risks of modern slavery and human trafficking within our supply chain. AirLife requires new suppliers to sign a Supplier Code of Conduct which contains policies against forced labor and modern slavery, as well as statements affirming workers' right to association around the world. All AirLife suppliers have received the Supplier Code of Conduct. AirLife's Supply Chain Department is responsible for executing this Policy and the Legal & Compliance Department is responsible for providing regular training to AirLife personnel to ensure compliance with applicable laws, regulations and this Policy. Additionally, AirLife conducts periodic audits to monitor compliance with this Policy and will investigate, when appropriate, potential instances of non-compliance.

These actions are ongoing as AirLife brings on new suppliers and are reevaluated in alignment with our value of continuous improvement. In the spirit of continuous improvement, we have partnered with a third-party company that assists us in reporting on various ESG initiatives, including Human Trafficking and Modern Slavery. Over the next year, AirLife plans to roll out campaigns to monitor and accurately report supplier compliance more accurately.

AirLife is committed to operating in accordance with all applicable laws and regulations to keep Modern Slavery and Forced Labor out of our supply chain.

AirLife maintains an Ethics & Compliance Hotline operated by a third party that is available to any employee, customer, or business partner who has concerns regarding our behavior or business practices, including modern slavery and human trafficking. Reports can be made 24 hours-a-day, seven days-a-week confidentially, and if desired, anonymously, via AirLife's Ethics & Compliance Hotline:

- Mobile: airlifemobile.ethicspoint.com
- Online: airlife.ethicspoint.com
- Phone: 833-254-2201 (US-only)

Reports can also be made directly to AirLife in writing to:
General Counsel
2710 Northridge Dr. NW, Suite A
Grand Rapids, MI 49544 US