

MASIMO CORPORATION

POSITION STATEMENT ON HUMAN RIGHTS

Masimo believes in the freedom, equality, and dignity of all human beings and respects individual rights as set forth in the United Nations Universal Declaration of Human Rights. While governments have primary responsibility for protecting the human rights of their citizens, Masimo recognizes the important role that companies play in promoting human rights. Masimo's employment and supply chain practices reflect our commitment to upholding and respecting human rights.

We reinforce the following principles:

- **Diversity and inclusion:** We do not tolerate discrimination against applicants or employees based on race, religion, gender, age, marital status, national origin, sexual orientation, citizenship status, disability, or other protected characteristics.
- **Fairness and respect:** We are committed to maintaining safe work environments that are free from discrimination and harassment, and do not tolerate conduct that creates or fosters an offensive or hostile work environment.
- **Freedom from forced labor:** We prohibit forced labor and human trafficking in our supply chain, and will not conduct business with any supplier that uses forced labor, including prison labor, indentured labor, bonded labor, other forms of forced labor, or labor that is in violation of child labor laws.
- **Fair compensation:** We provide fair compensation and benefits to our employees that comply with applicable laws for minimum wage, overtime and maximum hour requirements.
- **Patient safety:** We are committed to promoting patient safety.
- **Human rights:** We believe all human beings should be treated with dignity and respect, and we promote human rights around the world.