It is the policy of Medtronic to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Medtronic will provide reasonable accommodations for qualified individuals with disabilities.

Medtronic will not allow any form of retaliation against individuals who make good faith reports of alleged violations of this policy, or who cooperate in Medtronic's investigation of such reports, even if the reports do not reveal any wrongdoing.

Medtronic's goal is to increase representation of women, people of color, veterans and individuals with disabilities. Our programs are designed to comply with all applicable federal, state and local laws, directives and regulations and cover all human resource actions including employment, compensation, benefits, training, education, tuition aid, transfers, promotions and social/recreational programs.

Medtronic's CEO and senior leadership team regularly receive and review affirmative action reports and have the responsibility to monitor progress, reinforce policies and hold the organization accountable to meet objectives.

Responsibility

Carol Surface, Senior Vice President, Chief Human Resources Officer, and her designee, Paul Connolly, Vice President, Global HR Services and Employee Relations, are responsible for leading Medtronic's affirmative action efforts and ensuring that the principle of equal employment opportunity is understood and followed. The HR head for each Medtronic establishment is responsible for local affirmative action efforts. All members of management must be familiar with this policy, must fully support it, and are responsible for applying these principles in good faith. All employees are responsible for conduct consistent with Medtronic's EEO Policy and are expected to demonstrate respect for all co-workers.

Medtronic posts this statement to inform applicants and employees of Medtronic's commitment to equal opportunity in employment. The Affirmative Action Plans for: Women and Minorities; Individuals with Disabilities; and Protected Veterans are located in local HR offices and may be reviewed by applicants and employees on weekdays during normal working hours.

Geoff Martha
Medtronic CEO
April 27, 2020

EEO Coordinator
Nordeen Gangani
Sr HR Director, Global HR Compliance
710 Medtronic Parkway, LS360
Minneapolis, MN 55432
763-505-2777