

Global Environmental Health and Safety Policy

Version 10.0

Effective Date April 1, 2026

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Purpose

Consistent with Medtronic's Mission, Code of Conduct and the Environmental, Health and Safety (EHS) Vision, Medtronic is committed to conducting business in a safe and environmentally sustainable manner that promotes the health of our employees, customers, community and the environment and that meets global Environmental, Health and Safety (EHS) requirements. The purpose of this policy is to provide direction and scope for the implementation of the Environmental Health and Safety program.

Scope

All Medtronic business activities and employees, visitors, and contractors working within or on behalf of Medtronic.

Policy Statement (Details)

Health and Safety

Medtronic EHS will establish health and safety standards and management system that create a safe and healthy workplace by working continuously to reduce hazards and risks to prevent workplace injuries and illnesses.

Compliance

Medtronic will comply with all applicable EHS laws, regulations, Medtronic EHS Standards and other requirements to which the organization subscribes related to identified EHS aspects/hazards. Medtronic will conduct audits and implement practices to ensure compliance with these requirements.

Continuous Improvement

Medtronic EHS will establish EHS goals, objectives and targets in conjunction with the Businesses and to continually improve our performance and will publicly report our progress. The Medtronic EHS Standards will establish controls and promote a positive EHS culture.

Business Integration

Medtronic will integrate EHS into business decisions to proactively ensure the health and safety of our employees and communities while also promoting environmentally sustainable practices. Specifically, Medtronic requires that an EHS evaluation be integrated into product design, manufacturing and distribution business processes and services to reduce EHS risks, improve EHS performance of our

operations, products and packaging across their lifecycle, and reduce environmental impact.

Customers and Suppliers

Medtronic will align with our customers and suppliers to support our mutual environmental, health, safety, and sustainability objectives.

Communication and Education

Medtronic EHS will communicate this policy to employees, customers, shareholders, suppliers, community and other stakeholders. Medtronic EHS Standards, Procedures and other resources enable employees to implement this policy and share best practices throughout Medtronic in order to promote continuous improvement and enhance environmental, health and safety performance.

Shareholders

Medtronic will drive continuous improvement in environmental, health, and safety by establishing targets, measuring performance, and communicating our results.

Procedures

N/A

Roles and Responsibilities

Role	Responsibilities
Medtronic EHS	<ul style="list-style-type: none"> • Provide EHS leadership and strategic direction • Develop global EHS standards, management systems, programs, guidance and procedures • Conduct EHS audits to evaluate compliance with regulations and conformance with Medtronic EHS Standards • Establish and promote corporate EHS goals and objectives • Provide legal and public relations support for EHS issues • Coordinate, support, and develop EHS representatives
Businesses, Regions, and Enterprise Operations	<ul style="list-style-type: none"> • Implement global EHS management systems and appropriate programs and procedures to ensure EHS compliance, conformance with global EHS Standards • Establish and promote business and region EHS goals and objectives and manage performance • Provide resources for business and region EHS compliance, risk mitigation practices and goals
EHS Representatives	<ul style="list-style-type: none"> • Develop site/organization specific EHS procedures in accordance with regulations and Medtronic EHS policy and procedures • Provide oversight to ensure employees receive applicable EHS training • Act as site/organization EHS liaison

Role	Responsibilities
Employees	<ul style="list-style-type: none"> • Understand and follow EHS policy, procedures and EHS principles. • Actively participate in EHS programs and training • Provide suggestions to continuously improve EHS programs • Take reasonable care for theirs and others health and safety.

Abbreviations, Acronyms and Definitions

Term	Definition
Environmental Health and Safety (EHS)	Site representatives that are managing Environmental, Health and Safety programs in compliance with EHS laws, rules and regulations.
Medtronic EHS	The Environmental, Health and Safety function within Medtronic including regional and program offices

References & Related Policies

Source	Link
EHS SharePoint	Medtronic EHS Home Page
EHS SharePoint	Medtronic EHS Standards

Policy Contacts

Role	Title
Policy Sponsor	Michael Finnamore, Vice President, Environmental Health and Safety
Policy Owner	Diane Aballa-Flores , Director, Environmental Health and Safety
EHS Questions	Medtronic EHS site representative list

Appendices

N/A

FAQs

N/A

Document History

Date	Revision	Reason/Description
March 15, 2005	1.0	Initial Release
March 25, 2011	2.0	Reformatted.
May 12, 2014	3.0	Minor change: Language added to Compliance paragraph as clarification.
June 1, 2016	4.0	Added policy statements on environment and climate change and employee health and safety; revised responsibility section and updated format.
February 28, 2019	5.0	Removed sustainability reference and updated policy sponsor and owner to reflect organizational changes.
November 25, 2019	6.0	Updated Policy Contact information
July 1, 2021	7.0	Updated Policy owner to reflect organizational change
September 30, 2023	8.0	Updated Policy Sponsor and Owner, formatted document to Medtronic new branding
November 6, 2024	9.0	Updated Policy Sponsor
March 16, 2026	10.0	Updated Policy Owner, Added additional information on shareholder value and reformatted language in the other sections.