

Medtronic

Commitment to the responsible and ethical use of artificial intelligence.

Effective Date: May 1, 2025

As advances in AI capabilities evolve to play a growing role in both how we do our work and the products and solutions we offer to patients and healthcare providers, these Medtronic AI principles provide a consistent framework by which we operate. They complement our Mission and Code of Conduct and demonstrate our commitment to the responsible use of AI at Medtronic. These principles also align with our AI Compass, first published in 2023, which affirms our commitment to apply AI ethically to our medical technologies and where it will make contributions to improve patient health outcomes and the conditions of patient care delivery.



Ethical and socially valuable

We develop and use AI-Enabled Technologies that further our Medtronic Mission to alleviate pain, restore health and extend life. We take a patient-centered approach for AI in any medical product and therapy. We use AI to empower and unlock talent in our workforce, mindful of the dignity and interests of our employees and partners. We also consider interests of all our stakeholders and the impact to our planet and environment as we design and deploy AI solutions. We use AI-Enabled Technologies responsibly and consistent with the Medtronic Code of Conduct and the Medtronic Global Electronic Resource Use Policy regarding appropriate and ethical use.



Safety and effectiveness

We apply best practices and scientific evidence to design AI-Enabled Technologies that are secure, safe and effective. We take a lifecycle management approach to adapt and improve our medical technologies based on real-world performance. We adhere to applicable global laws, regulations, and standards and Good Machine Learning Practices with respect to our products and services. We vet AI-Enabled Technologies before making them available to employees. We train our workforce on our Medtronic standards and monitor compliance.



Fairness and non-discrimination

We strive to identify and address any unwarranted bias or discriminatory patterns in our AI. Our AI results should be equitable and not wrongfully impact intended users. We seek to have robust and representative data while still protecting personal privacy.



Quality and accountability

A commitment to quality is our priority in all aspects of our work. This includes our development and use of AI-Enabled Technologies. We strive to prevent issues before they arise and diligently review outputs to discover and assess potential quality or safety issues. We only use outputs that we have determined are sufficiently accurate for the intended purpose. We provide opportunities for users to report issues, and we track and redress problems. We apply our Quality Management Systems to AI-Enabled medical device technology throughout the product lifecycle.



Human oversight and control

We seek to ensure that appropriate human control, judgement, and oversight are incorporated into the development and operation of AI-Enabled Technologies based on the context of the intended uses. We provide the appropriate information in our product labeling to support human control and oversight and to enable intended users to make informed decisions about their use of and interactions with our AI-enabled medical technology.



Privacy, security, and data protection

We respect and protect each individual's right to privacy in our design and use of AI-Enabled Technologies. We adhere to global laws - governing the use and storage of personal information. We employ privacy enhancing technologies, privacy-by-design, and a "minimum necessary" philosophy for using personal data in the most ethical way for product innovation, patient-centered solutions, and other lawful business purposes. We are transparent about our practices to protect an individual's privacy, and we provide proper consents, notices and/or disclosures about our uses as appropriate. We employ cybersecurity practices to identify and mitigate cybersecurity risks, including risks associated with AI-Enabled Technologies.

Where appropriate, we conduct assessments of third-party AI solutions before they are used at Medtronic. We expect strong protection for our intellectual property, and we respect the intellectual property rights of others.



Transparency

We provide transparent communication about whether our technologies are AI-Enabled, and the intended uses of the system, product, or tool. Together with our principle of Human Oversight and Control, we strive to ensure intended users of AI-Enabled Technologies understand where we use AI, its intended use, and its limitations based upon the context of their uses.