

Forced Labour Report for Tandem Canada

This report ("**Report**") is made in compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**") by Tandem Diabetes Care (Canada), Inc. ("**Tandem Canada**"), a subsidiary of Tandem Diabetes Care, Inc. ("**Tandem Diabetes Care**") (collectively, "**Tandem**").

This is Tandem Canada's first statement, which has been prepared for the calendar year ended December 31, 2023.

The Board of Tandem Canada, as the principal governing body, approved the statement on May 28, 2024.

Who We Are

At Tandem, our purpose is to create new possibilities for people living with diabetes. Our success isn't just measured by our growing number of customers, but how we achieve our goals. We strive to advance the environmental, social, and governance ("**ESG**") initiatives throughout our business. By doing so, we are working to make a positive impact on the lives of people with diabetes, as well as our communities and planet.

Tandem Canada is a wholly owned subsidiary of Tandem Diabetes Care, its parent company, which is headquartered in San Diego, California.

What We Do

Tandem is a global insulin delivery and diabetes technology company. At Tandem, we focus on the design, development, manufacture, and sale of technology solutions for people living with diabetes who require insulin.

Diabetes management can vary greatly from person to person, based on clinical needs and personal preferences. Our goal is to lead in insulin therapy management across these multiple market segments by providing a portfolio of delivery devices, software, and data insight solutions to people living with diabetes, as well as their caregivers and healthcare providers.

Tandem's Canadian operations, under Tandem Canada, include direct sales, customer support and clinical teams. Tandem Canada has approximately 40 employees and is located in Markham, Ontario. Tandem Canada is reporting as an entity that sells goods in Canada.

Our Supply Chains

Tandem Canada sells insulin pumps, namely the t:slim X2 pump, into the Canadian market. This pump is fully detachable, offers Bluetooth connectivity, and can be used as part of an automated insulin delivery system. In addition to insulin pumps, Tandem Canada sells single-use products that are used together with our pumps and are replaced every few

days, including cartridges for storing and delivering insulin, and infusion sets that connect the insulin pump to a user's body.

Our manufacturing and supply chain operations are managed by our parent company. Our t:slim X2 pumps are currently assembled, tested, and packaged by our parent company at its facilities in San Diego, California. Our t:slim X2 cartridges are manufactured by an experienced third-party contract manufacturer and packaged at our parent company's facilities in San Diego.

Outside suppliers are the source for components and some sub-assemblies in the production of our insulin pumps and cartridges. In addition, all of our currently marketed infusion sets are purchased by our parent company from a third-party supplier, Unomedical A/S, a subsidiary of the ConvaTec Group. Unomedical is responsible for all manufacturing, testing, sterilization and packaging of the infusion sets under Tandem's brands.

The raw materials and select components used in the manufacturing of our products are purchased by our parent company from external suppliers. Some supplies are purchased from a single or limited number of sources for reasons of proprietary know-how, quality assurance, cost-effectiveness, or constraints resulting from regulatory requirements. As a result, Tandem Diabetes Care has a few dozen direct suppliers and many more indirect suppliers located in various geographic regions throughout the world.

We Are Aware of Risks of Forced Labour or Child Labour Use in Global Supply Chains

Tandem Diabetes Care's global footprint and complex global supply chain introduce exposure to risks of forced labour and child labour in our supply chain. The highest risk of forced labour in our supply chains stems from minerals, such as tin, tantalum, tungsten, and gold, which in some jurisdictions may be mined using forced labour. Other risks of forced labour or child labour may also exist as a result of our deep supply chain into which we do not have full visibility.

Tandem's responsible sourcing philosophy is driven by our belief in doing business the right way, and thus we are working to understand how our suppliers adhere to environmental and social responsibility principles aligned with those valued in our company. Strong partnerships with our strategic suppliers, including a shared commitment to leadership in sustainable practices, technology, and business operations, ensure we can provide high-quality and responsibly manufactured products to our customers.

How We Work to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour

We believe we have a responsibility to source our materials in a legal and ethical manner. As part of Tandem's commitment to supply chain transparency, and in compliance with the Act, our efforts to prevent and address slavery and human trafficking in our supply chain are set forth below.

1. Our Policies

Tandem maintains various policies that relate to our approach to the identification of forced labour and child labour risks and the steps taken to prevent forced labour and child labour in our operations:

- [Code of Business Conduct and Ethics for Employees and Directors](#) (the “Code”): While Tandem’s Code does not mention forced labour specifically, the Code outlines that Tandem seeks to conduct its business in compliance with all applicable laws, rules, and regulations. The Code applies to all employees, officers, and directors of Tandem, as well as certain agents and contractors. The Code also emphasizes that every employee, officer, and director of Tandem must apply common sense, together with high personal standards of ethics, honesty and accountability, in making business decisions.
- [Statement on Conflict Minerals](#): Tandem’s Statement on Conflict Minerals highlights that it is a responsible corporate citizen and endeavors to comply with health, safety, and environmental requirements under applicable government standards and regulations. This statement outlines Tandem’s commitment to conducting due diligence on its supply chains to understand and eliminate the use and source of any conflict minerals in our products. The statement also describes Tandem’s use of standardized contract language requiring suppliers, as appropriate, to disclose the presence and sources of conflict minerals in their supply chains.

Tandem is also in the process of creating a Vendor Code of Conduct.

2. Our Due Diligence Processes

As part of our efforts to provide transparency in our supply chains, we conduct the following:

Assessment: Tandem is working to engage in the verification of its supplier and contract manufacturer supply chain to evaluate and address supplier risks. Preliminary risk assessments are performed by Tandem on potential suppliers with Supplier Qualification Surveys. Upon review of the survey, as determined appropriate, Tandem may follow up with an in-depth assessment, which may include assessing the risk related to the potential for slavery and human trafficking.

Audit: Tandem’s template supplier agreements require that all products sold to us comply with all codes, standards, and laws. After a top-level supplier is approved, a Supplier Scorecard and ongoing Supplier Performance Evaluations are conducted by the Supplier Management Team at scheduled intervals. The evaluations focus on quality management system compliance and quality performance and are conducted by Tandem. Suppliers are required to follow Supplier Corrective Action Requests that outline how the supplier will resolve any issues uncovered in an evaluation.

Accountability: Tandem works to hold suppliers and contract manufacturers accountable through contractual agreements. Our written supply agreements require a supplier to comply with all applicable laws and provide that products sold to us are manufactured in compliance with applicable national, provincial, state, and local environmental health and safety statutes, acts, ordinances, rules, codes, standards, and laws.

With respect to conflict minerals specifically, Tandem asks direct suppliers who provide parts, components, or materials likely to contain conflict minerals to complete certain conflict mineral reporting. Tandem also provides new suppliers with its Conflict Mineral Policy as part of Tandem's due diligence, as well as includes a "Conflict Minerals compliance provision" in its manufacturing and supply agreements and purchaser order terms.

3. Employee Training on Forced Labour and Child Labour

All Tandem employees, including Tandem Canada employees, participate in annual training on the company's Code to ensure understanding and compliance with the requirements of the Code. This training includes ethical decision making and upholding laws and regulations.

4. How We Monitor Ourselves and Our Suppliers

Tandem maintains and enforces internal accountability standards and procedures for employees through its Code. Specifically, the Code provides that every employee, officer and director who becomes aware of or suspects that unethical or illegal conduct has occurred or is about to occur has a responsibility to report it.

To report a violation of Tandem's Code, or of any other company policy, employees, officers, and directors may contact the Compliance Officer by email at compliance@tandemdiabetes.com. Anonymous letters may be sent to: Tandem Diabetes Care, Inc., Attn: Compliance Officer, 12400 High Bluff Drive, San Diego, CA 92130. Reports may also be submitted to the EthicsPoint Confidential Ethics Hotline (operated by NAVEX) online at <https://secure.ethicspoint.com/domain/media/en/gui/44972/index.html> or by phone by calling 855-207-2917.

The Compliance Officer may investigate all reported possible Code violations promptly and with the highest degree of confidentiality that is possible under the specific circumstances. All employees, officers, and directors are expected to cooperate with any investigation. In conducting any investigation, the Compliance Officer may consult with outside counsel, the human resources department, and the full Board of Directors or any of its committees, each to the extent deemed necessary by the Compliance Officer.

Tandem endeavors to hold suppliers and contract manufacturers accountable through contractual agreements which outline standards related to slavery and human trafficking.

How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour in our Supply Chains

As of December 31, 2023, Tandem Canada has not faced situations of forced labour or child labour and therefore has not had to remedy or rectify such situations.

In the case of non-compliance or suspected non-compliance with our policies, including our policies relating to forced or child labour, Tandem reserves the right to review the specific situation and develop a best possible strategy for resolution. Tandem may terminate a business relationship if any such standards are not upheld and will consider implementing any appropriate remediation measure.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Tandem Canada. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Leigh Vosseller, Director

May 28, 2024

I have the authority to bind Tandem Canada.