

RESPIRONICS, INC.

DONATION POLICY

I. Purpose:

This Policy sets forth Respironics, Inc.'s ("Company") policy for donations which may be made by Company.

II. Scope and Responsibilities:

This Policy applies to donations of products, cash, and other support that Company may make from time to time to recipients in the United States and U.S. territories. This Policy applies to Company's business group and U.S. sales organization, and their officers, directors, and employees.

III. Definitions

Centralized Arrangements Tracking System ("CATS") SharePoint: The databases that serve as the electronic repository for the Company's Focus Arrangements including signed agreements and supporting documentation.

Level 1 and 2 Approver: These levels are set forth in the Contract Approval and Signing Authority Policy.

Patient Assistance Program: A program supporting financially-needy patients through the donation of devices to eligible patients.

U. S. Health Care Professional or Provider ("HCP") or Potential Referral Source: The term "U.S. Health Care Professional" is defined very broadly to cover any person or entity that is involved in the provision of health care services or items to patients, and that purchases, leases or recommends, uses or arranges for the purchase or lease, of Company medical products, services or solutions in the U.S. Practically, this includes, among others:

- Clinicians, such as physicians, nurses, PhDs, technologists, pharmacists and medical, staff such as respiratory technologists or physician assistants, as well as clinicians in training.
- Hospitals, medical schools affiliated with hospitals, medical group practices, medical clinics, nursing homes, sleep diagnostic clinics, surgical centers, emergency medical services and home healthcare organizations, as well as nonmedical personnel in these facilities who make purchasing decisions.
- Medical device distributors and dealers, including Durable Medical Equipment ("DME") suppliers, who sell to HCPs or bill Medicare and Medicaid for their items and services.
- Health care-related trade associations which serve HCPs or Potential Referral Sources or have a significant number of HCPs or Potential Referral Sources on its board.
- Employees, administrators, officers and directors of HCPs are also considered HCPs, where involved in the decision to purchase or lease Company services or products.

IV. Policy

All donations made by Company must comply with U.S. federal Anti-Kickback Statute, False Claims Act, and related U.S. laws and regulations. Company may make donations for a charitable purpose, such as providing funds or equipment for indigent care, patient education, public education, in support of national disaster relief, or in support of charitable organizations who do the same. Company may not make any donation for the purpose of inducing Health Care Providers to purchase, lease, recommend or use Company products, services, or solutions, or which is in any way linked to such a purchase, lease, recommendation or use. Company does not make donations to support sporting or entertainment events that are organized to raise money for Health Care Providers. Company employees may not make charitable donations on behalf of Company and must follow this Policy when providing any charitable donation on behalf of Company.

A. Company has identified these areas of focus for its donations:

1. Donation of products to financially needy patients who qualify under the Respiroics Patient Assistance Program. These donations must be provided in accordance with the Patient Assistance Program.
2. Donations to support community or educational organizations, activities, and events local to the Pittsburgh, Pennsylvania area and other Company site locations. These donations must be approved in CATS pursuant to the approval process established in the Focus Arrangement Review and Approval Procedure.
3. Donations to national, regional, or local charitable organizations designated by Company to be organizations Company desires to support. Any such organizations may not be a US Health Care Provider unless approved by Compliance, Legal and a Level 1 Approver. The list of the organizations so approved will be maintained by Company's Compliance Department. Donations to such organizations must be approved in CATS pursuant to the approval process established in the Focus Arrangement Review and Approval Procedure.
4. Donations in support of national, regional, or local disaster relief. These donations must be approved in CATS pursuant to the approval process established in CATS for donations.
5. Any other donation that complies with this Policy to support charitable purposes and is not provided to a US Health Care Provider. These donations must be approved in CATS pursuant to the approval process established in CATS for donations.

B. This Policy does not apply to educational grants, as grants are governed under the Respiroics Code of Conduct and must comply with the Philips Code of Conduct for Interactions with United States Health Care Providers and Professionals.

V. Appendices or Attachments-none

VI. References

Respironics, Inc. Code of Conduct (Code of Conduct on Interactions with Healthcare Professionals)

RI-CP-006 Contract Approval and Signing Authority Policy

RI-CPROC-002(b) Centralized Arrangements Tracking System SharePoint Procedure