



HUMAN RIGHTS POLICY
Inspire Medical Systems, Inc.
(Last Updated: May 2, 2024)

1.0 Introduction

A. Purpose

This Human Rights Policy (this “**Policy**”) of Inspire Medical Systems, Inc. (the “**Company**” or “**we**”) reflects the Company’s commitment to respecting human rights and internationally recognized human rights standards wherever we operate and complying with all laws and regulations regarding human rights applicable to our business.

B. Scope

This Policy applies to the Company and its subsidiaries and affiliates, and its and their respective directors, officers, employees, and contractors. We refer to all directors, officers, employees, and contractors covered by this Policy as “Company employees” or “employees,” unless the context otherwise requires.

C. Reporting Violations of this Policy

Company employees have a responsibility to report suspected violations of this Policy and may use the Company’s ethics hotline identified in our Code of Business Conduct and Ethics (the “**Code of Conduct**”).

D. Administration

This Policy has been approved by the Nominating and Governance Committee of the Company’s Board of Directors and is reviewed and maintained by our Legal Department. The Legal Department is responsible for the interpretation of this Policy. Employees who have any questions or concerns regarding this Policy should contact the ethics hotline or the General Counsel.

The Company’s executive management team shall periodically identify human rights risks and opportunities material to the Company’s business, conduct human rights due diligence assessments, undertake responsive remediation efforts, and communicate the results of due diligence assessments and remediation efforts to pertinent stakeholders as appropriate. Employees are required to certify annually that they understand and will comply with this Policy.

2.0 Policy

At Inspire, we are steadfast in our commitment to prioritize patient outcomes, act with integrity, and lead with respect. Our core values, including that we are grounded in integrity and committed to compliance, define our culture and reflect our dedication to respecting human rights in our business and operations. Our commitment to respecting human rights is based on internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights, International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the United Nations Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

A. Code of Conduct

We are committed to conducting business in accordance with the highest ethical standards and applicable laws. We maintain, and all of our employees are expected to adhere to, our Code of Conduct, which serves

as the foundation of our company's culture. All employees must certify when hired and annually that they understand and comply with the expectations contained in our Code of Conduct. We are committed to identifying human rights in our operations and maintain an anonymous hotline for employees to report concerns regarding violations of our Code of Conduct and other policies, including this Policy.

B. Freedom of Association and Collective Bargaining

We respect the ability of employees to choose whether to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where we operate.

C. Child and Forced Labor

The use of child labor or any form of forced or compulsory labor, including modern slavery and human trafficking, in any aspect of the Company's business and operations is strictly prohibited.

D. Fair Wages

We pursue fair employment practices in every aspect of our business and strive to pay salaries and employee benefits that are competitive with those in our community and industry. We comply with applicable laws regulating wages, work hours, overtime, and benefits.

E. Equal Opportunity and Non-Discrimination

As reflected in our Code of Conduct and Employee Handbook, we are committed to providing equal employment opportunities and prohibit any form of discrimination or harassment based on race, color, religion, creed, gender (including gender identity, expression, and status as a transgender or transsexual individual), sex (including pregnancy and pregnancy-related disability), national origin (including ancestry), age, physical or mental disability, medical condition, marital status, familial status, sexual orientation, status with regard to public assistance, membership or activity in a local commission, military or veteran status, genetic information, or any other status protected by applicable federal, state and local laws. This commitment applies to all aspects of the employment relationship.

F. Diversity, Equity, and Inclusion

We value diversity, equity, and inclusion in our business, and strive to create a culture in which all employees feel heard, respected, and valued. We aim to uphold and protect the human rights of all people, including the rights of minority groups and women. All new employees must participate in training focused on appropriate, respectful, and inclusive workplace behavior.

G. Workplace Health and Safety

We are committed to providing a safe and healthy working environment for our employees and complying with all relevant health and safety laws. All employees are required to comply with all applicable health and safety laws, regulations and policies. All employees must follow safe operating procedures and protect their own and coworkers' health and safety.