

## EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION POLICY STATEMENT

It is the policy of Medela, Inc. to provide equal employment opportunity to all individuals regardless of their race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, or any other characteristic protected by state or federal law. We are strongly committed to this policy and believe in the concept and spirit of the law.

Medela, Inc. is committed to assuring that:

All recruiting, hiring, training, promotion, compensation, and other employment-related programs are provided fairly to all qualified persons who meet valid job requirements on an equal opportunity basis without regard to race, creed, color, religion, sex, age, national origin, disabilities, veteran status, marital status, sexual orientation, military status, or any other characteristic protected by law.

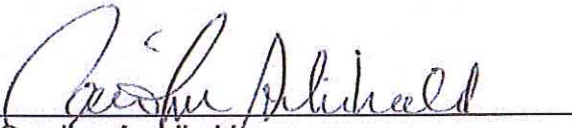
Employment decisions are based on the principles of equal opportunity and affirmative action.

All personnel actions such as compensation, benefits, transfers, training, and participation in social and recreational programs are administered without regard to race, creed, color, sex, age, national origin, disability, military and veteran status, sexual orientation, marital status or any other characteristic protected by law.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have exercised any right protected by law.

Medela, Inc. believes in and practices equal opportunity and affirmative action. The company monitors the effectiveness of the AA program by use of an audit reporting system. Anita Matheson, Director of Human Resources, serves as the Equal Opportunity Coordinator for Medela, and has overall responsibility for assuring compliance with this policy. All employees are responsible for supporting the concept of equal opportunity and affirmative action and assisting Medela in meeting its objectives.

Medela, Inc. maintains Affirmative Action Plans for minorities, females, disabled individuals and veterans. Any questions regarding these Plans should be directed to Anita Matheson, Director of Human Resources. If you wish to view the Plan for disabled workers and veterans, contact Anita Matheson during normal working hours.

  
Caroline Arohibald  
President

September 1, 2013