



HEARTWARE INTERNATIONAL, INC.

DIVERSITY POLICY

HEARTWARE'S COMMITMENT TO DIVERSITY

HeartWare International, Inc. ("HeartWare") is committed to driving diversity across all levels of the company. We recognize the value of diversity in achieving our corporate objectives and enhancing value to our shareholders. We strive for diversity not only on our Board of Directors and senior management, but also across our workforce.

HeartWare believes that diversity on our Board, our senior management team and within our workforce will strengthen and benefit HeartWare through:

- Innovation:*** Encourages greater innovation by drawing on different perspectives, experiences and ideas
- Decision-Making:*** Enhances the quality of decision-making, productivity and collaborative teamwork among employees
- Improved Morale:*** Drives higher employee engagement and retention
- Social Responsibility:*** Develops and maintains a reputation for socially and economically responsible corporate governance practices

This Diversity Policy applies to the HeartWare Board of Directors and senior leadership, as well as HeartWare employees and contractors.

DIVERSITY

Diversity at HeartWare signifies not only a blend of ages, colors, disabilities, ethnicities, family or marital statuses, gender identities and expressions, languages, national origins, physical and mental abilities, political affiliations, races, religions, sexual orientations, socio-economic statuses and veteran statuses, but also a range of professional and personal experiences and perspectives, knowledge, inventiveness, capabilities and thought.

DIVERSITY FRAMEWORK

Responsible business practices and corporate policies and procedures establish a framework for behavior that promotes diversity. HeartWare aims to:

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- Embed a strong diversity framework within our systems and corporate culture
- Benefit from the value of diversity as the company grows and matures
- Continuously enhance our diversity policies and strategies over time.

HEARTWARE'S DIVERSITY STRATEGIES

HeartWare's diversity strategies include, but are not limited to, our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, and social and recreational programs. We are committed to the ongoing development of a work environment built on the premise of gender and diversity equality that encourages and enforces respectful communication and cooperation between and among all members of the HeartWare team.

Our diversity strategies also extend to our Board of Directors. At the Board level, the Nominating and Governance Committee considers diversity as a factor, among others, in its evaluation of Board candidates for nomination to our Board.

HeartWare's responsible business practices foster diversity. We strive to continually review and improve the following guidelines and practices to create an inclusive, empowering corporate culture and work environment for all employees:

- Code of Business Conduct and Ethics
- HeartWare Employee Handbook
- Equal Employment Opportunity Policies
- Harassment Free, Respectful Workplace Policy
- Similar Anti-Harassment / Anti-Discrimination Policies and Procedures

RESPONSIBILITIES

All employees, contractors, officers and directors of HeartWare share a responsibility to treat others with dignity and respect at all times. We are all expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any person found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

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Anyone who believes they have been subjected to any kind of discrimination that conflicts with this policy should seek assistance from a supervisor or an HR representative. The HeartWare ActionLine (operated by NAVEX Global, a third-party vendor) provides an additional way for HeartWare employees to report diversity concerns. U.S. employees may file a report by phone, or by using the internet. International employees may report using the internet.

TO REPORT A CONCERN BY PHONE	1.855.575.4149
TO REPORT A CONCERN USING THE INTERNET	www.heartware.ethicspoint.com