

Healthia Limited (the Company)

Diversity and Inclusion Principles

1. Introduction

1.1 We value a strong and diverse workforce and are committed to diversity and inclusion. Our Diversity and Inclusion Principles are designed to foster a culture that values and achieves diversity in our workforce and on our board of directors (**Board**). The main objectives of our Diversity and Inclusion Principles are to ensure that we:

- (a) Promote the principles of merit and fairness when making decisions about recruitment, development, promotion, remuneration and flexible work arrangements;
- (b) Recruit from a diverse pool of qualified candidates, making efforts to identify prospective employees who have diversity attributes and seeking to ensure diversity of those involved in selection processes when selecting and appointing new employees and Board members;
- (c) Embed the importance of diversity within our culture by encouraging and fostering a commitment to diversity by people at all levels of our global businesses;
- (d) Leverage our employees' unique skills, values, backgrounds and experiences, which will assist with understanding our customer needs across our global businesses; and
- (e) Develop an inclusive work environment which supports each employee to show their full potential, regardless of their background, gender, age, work status, marital status, religious or cultural identity

2. What does diversity mean to us?

2.1 Diversity refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age and any other ground for potential unlawful discrimination.

2.2 Diversity is about our commitment to treating individuals equally and with respect.

2.3 The Company Board sets measurable objectives for gender diversity and reviews progress against the objectives annually.

3. What does inclusion mean to us?

3.1 Inclusion refers to the adjustment of workplace practices and behaviours to respond to people in order to ensure that they feel included within workplace activities. It involves both the action of including people in opportunities and feeling a sense of belonging.

4. Scope and Responsibility

4.1 Our Diversity and Inclusion Principles apply to anyone who we employ including employees, contractors, consultants, temporary employees, secondees and directors. Our philosophy outlined in our Diversity and Inclusion Principles applies across our businesses, is the responsibility of all those we employ and must be adhered to by all parties acting for, or on our behalf.

4.2 At every level, those we employ have accountability for ensuring the successful promotion of all aspects of diversity and inclusion and appropriate behaviour in the workplace. Managers have a responsibility as leaders to make decisions based on merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour to ensure a strong diverse culture which will significantly contribute to our commercial success.

- 4.3 Successful recruitment and selection is a fundamental part of the business and candidate diversity allows for different strengths and contributions to be brought to our global businesses. It is critical that discriminatory practices and unconscious bias are avoided.
- 4.4 Our Diversity and Inclusion Principles are also applied when considering new Directors for appointment to the Board.
- 5. **Grievances**
- 5.1 Discrimination, harassment, vilification and victimisation will not be tolerated. Any substantiated breach will be dealt with seriously and may result in disciplinary action.
- 5.2 We are committed to taking appropriate action where a complaint is raised and an investigation may follow in line with our complaint handling procedures.
- 6. **Review of Our Principles**
- 6.1 An annual review of the Diversity and Inclusion Principles will be conducted and any required changes will be discussed by the Board and/or the Nomination and Remuneration Committee.