

Global Diversity and Inclusion Policy

Approved by the Board of
Ramsay Health Care Limited
on 25 February 2020



Ramsay
Health Care

Global Diversity and Inclusion Policy

POLICY PURPOSE

This Policy is designed to set out Ramsay's expectation in relation to Diversity and Inclusion.

APPLICATION OF POLICY

This Policy applies to all Ramsay Personnel globally.

POLICY STATEMENT

"The Ramsay Way" culture recognises that people – staff and doctors – are Ramsay Health Care's most important asset and this has been key to the organisation's ongoing success. As part of that, Diversity and Inclusion is a business imperative that assists to drive business results, enhance Ramsay's reputation and, attract, recruit, engage and retain a diverse group of talented people.

The Nomination & Governance Committee will set measurable objectives for achieving gender diversity in the composition of the Board, senior executives and workforce generally. These objectives will be appropriate and meaningful.

Reporting of progress towards achieving the measurable objectives to Ramsay's Nomination & Governance and People & Remuneration Committees will occur and may include; the proportion of men and women in the workforce at different levels and any gender pay gaps identified.

DEFINITIONS

Diversity

Includes differences that relate to gender, age, ethnicity, race, nationality, family status, cultural background, ability, religious beliefs and sexual orientation. In addition, diversity includes differences in communication styles, perspective, life experiences, background, interpersonal skills, education, functional expertise and problem solving skills.

Inclusion

The practice of making sure our organisation fosters the involvement and engagement of diversity in all our practices.

Ramsay

Ramsay Health Care Limited ACN 001 288 768 and its related bodies corporate. That is, all companies and other entities within the Ramsay Group worldwide or any of those entities, as the context requires.

Ramsay Personnel

All Ramsay directors, officers, employees (including permanent, casual, fixed-term, temporary and agency workers wherever located), agents, contractors and volunteers.

RELATED POLICIES

Ramsay Code of Conduct

People & Remuneration Committee Charter

Nomination & Governance Committee Charter

REVIEW OF POLICY

This policy will be reviewed periodically by the People & Remuneration Committee and updated when required.

This policy is approved by the Board.

