

Global Sustainability Policy

Approved by the Board of
Ramsay Health Care Limited
on 26 August 2025



Ramsay
Health Care

Global Sustainability Policy

POLICY PURPOSE

The purpose of this policy is to outline Ramsay Health Care's commitment to be a sustainable and responsible business.

SCOPE OF THE POLICY

The scope of this policy includes all Ramsay Health Care businesses worldwide, which includes operations in Australia, United Kingdom and Europe.

Ramsay businesses operating in specific countries or regions may introduce policies with specific relevance to their operation and region to supplement this policy. Regional businesses are responsible for complying with all local laws, regulatory and governance requirements and contractual obligations that apply to them, whilst aspiring to higher standards. If local rules and requirements conflict with any aspect of this policy, the more stringent standard applies.

POLICY STATEMENT

As a global health care provider with over 90,000 employees caring for millions of patients each year, Ramsay Health Care recognises that it has an important role in advancing sustainable practices in the healthcare sector while maintaining high standards of clinical care, quality and safety. Ramsay's purpose of 'people caring for people' is the foundation of how we operate and our people are central to this.

The objective of the Global Sustainability Policy is to protect or enhance social and environmental factors that support Ramsay Health Care's long-term value creation and trusted reputation. This is articulated through our 'Ramsay Cares' Strategy which aims to deliver healthier people, stronger communities, and a thriving planet across three sustainability pillars:



Caring for our people

Ramsay Health Care recognises people are at the heart of our business from our people, our doctors and partners, our patients and the community. We are committed to ensuring the ethos of 'people caring for people' remains at the centre of everything we do. We are focused on fostering a caring and inclusive culture, a high level of engagement, and supporting key areas such as high-quality patient outcomes and experience, development and training, safety, wellbeing and mental health.



Caring for our planet

Ramsay Health Care recognises that conserving and protecting the environment for future generations is a critical issue. We are committed to working toward the delivery of environmentally sustainable outcomes and achieving continual improvement in performance. We are focused on the key challenges of climate change, reducing greenhouse gas emissions, limiting and reducing energy use and water consumption, and improving our energy and water efficiency. We aim to prevent and reduce pollution and shift towards a more circular and responsible use of resources. This includes reducing avoidable waste, minimising single-use plastics where it is safe to do so, increasing recycling, and integrating more sustainable development and procurement practices.



Caring for our communities

Ramsay Health Care recognises that we have an important role to play in the communities we serve and society at large. Our focus on health care provides us the opportunity to commit significant resources to medical research, clinical teaching and training and capability building. We are focused on a global approach to preventative health care and supporting local communities through education and awareness, charitable support and regional investment.

We are committed to driving action on the relevant UN Sustainable Development Goals (SDGs - a global blueprint to achieve a better and more sustainable future) which underpin our Ramsay Cares approach.

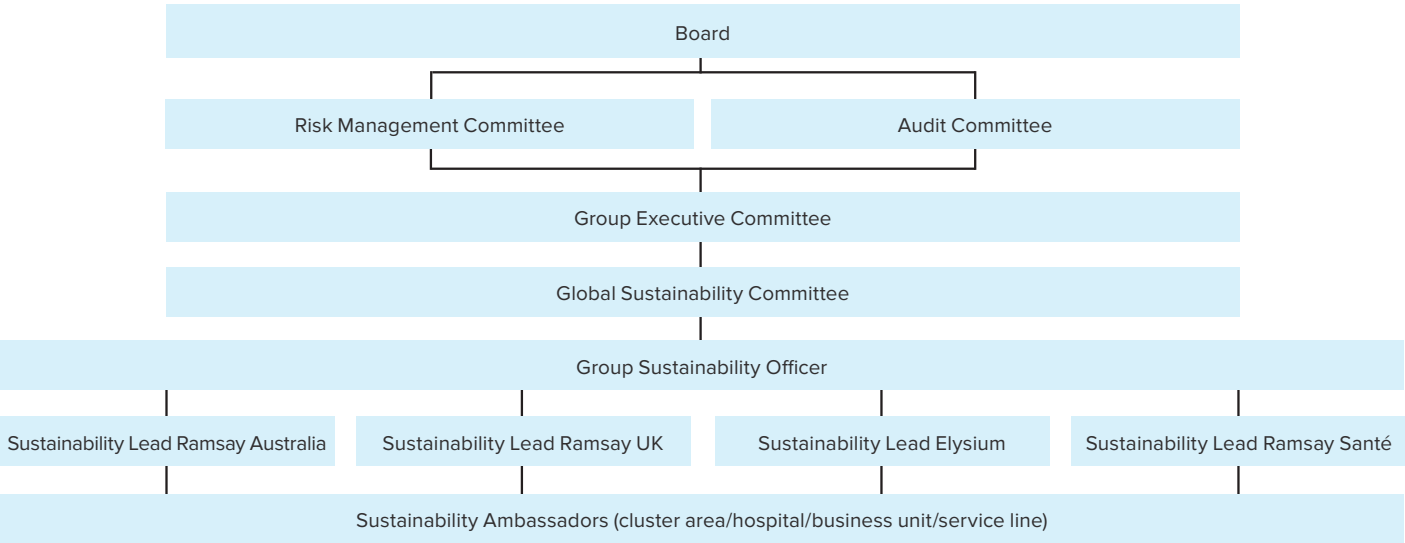
RESPONSIBILITIES

Each regional business is responsible for implementing the Ramsay Cares sustainability approach. In doing so, the following principles should be considered:

- Fostering a culture that empowers and encourages everyone to act in accordance with this Policy.
- Monitoring sustainability risks and opportunities at a regional level.
- Developing management systems and training where necessary.
- Incorporating sustainability principles, where practicable, in operations and into the refurbishment and design of new facilities and equipment.
- Taking ‘precautionary principle’ and whole-of-lifecycle approaches to social and environmental risks and opportunities.
- Working with suppliers, partners and other key stakeholders to improve social and environmental outcomes from procurement, partnership and contracting activities.
- Monitoring, evaluating and reporting performance on a regular basis.
- Striving for continual improvement and setting measurable objectives and targets.
- Raising awareness and encouraging action on sustainability matters through training and general education of staff, doctors, patients and the broader community.

SUSTAINABILITY GOVERNANCE

Our approach to sustainability is overseen by the Ramsay Health Care Board, which considers the social and environmental impact of Ramsay Health Care’s activities, endorses the Ramsay Cares Sustainability Strategy and approves material sustainability policies, plans, targets and climate-related disclosures. The Board is supported by the Risk Management Committee, which oversees material risk related matters (including exposure to material environmental and social risks), as well as other committees of the Board in the context of their respective roles and responsibilities (e.g. remuneration). The Audit Committee also reviews and makes recommendations to the Board in relation to the Impact Report and other sections of the Annual Report, including the sustainability report. The Group Sustainability Officer and Global Sustainability Committee, comprised of the Regional Sustainability Leads and other Group functions (for example, Finance, Risk, Procurement and Legal), provide support and guidance to the Group Executive Committee and Board, typically through the Board Committees.



The following will be undertaken under the Ramsay Cares sustainability approach and in accordance with our sustainability governance framework:

- Undertaking a materiality assessment at least biennially to identify key social and environmental aspects (impacts, risks and opportunities), prioritise action on the SDGs and understand the expectations of our stakeholders.
- Reviewing and measuring global sustainability performance.
- Reporting on sustainability-related disclosures in accordance with applicable legislative instruments and guided by various sustainability frameworks, standards and initiatives. In particular, our reporting is informed by the Global Reporting Initiative (GRI) Standards and IFRS Sustainability Accounting Standard healthcare sector guidance. We adopt the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and are committed to continual improvement in reporting.

DEFINITIONS

United Nations Sustainable Development Goals (SDGs) – The SDGs, also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action or “blueprint” to achieve a better and more sustainable future for all. There are 17 interconnected goals which cover areas such as ending global poverty, hunger and inequality, taking action on climate change and the environment, improving access to health and education, building strong institutions and partnerships by 2030.

Precautionary principle - The precautionary principle states that, in cases of serious or irreversible threats to the health of humans or ecosystems, acknowledged scientific uncertainty should not be used as a reason to postpone preventive measures.

RELATED POLICIES

Other related policies include group or regional policies relating to:

- Code of Conduct
- Global Diversity and Inclusion Policy
- Global Human Rights and Labour Policy
- Global Responsible Sourcing Policy
- Anti-bribery and Corruption Policy
- Whistleblower Policy
- Regional Workplace Health and Safety Policies
- Supplementary sustainability-related regional policies

REVIEW OF POLICY

This policy will be reviewed at least every two years by the Board.

This policy was approved by the Board on 26 August 2025.

