

# People data and scorecard

## Workforce

FY23 Employees (headcount) <sup>1</sup>		Total	Male	Female	Full time	Part time	Casual	<30 years	30-50 years	>50 years
Ramsay Australia	Australia	34,712	6,698	28,002	7,117	16,975	10,620	6,899	17,362	10,451
Ramsay UK	UK-Acute	7,255	1,401	5,838	4,056	1,455	1,744	1,001	3,180	3,074
	Elysium	8,697	3,046	5,651	6,059	831	1,807	1,854	4,720	2,123
Ramsay Santé	France	26,242	4,871	21,371	19,101	3,983	3,161	6,077	13,048	7,120
	Nordics	11,749	2,377	9,372	6,853	3,844	1,052	1,311	6,413	4,025
Ramsay Sime Darby	Malaysia	2,985	613	2,372	2,837	0	148	1,037	1,651	297
	Indonesia	1,812	440	1,372	1,809	3	0	359	1,229	224
<b>Group</b>		<b>93,452</b>	<b>19,446</b>	<b>73,978</b>	<b>47,831</b>	<b>27,089</b>	<b>18,532</b>	<b>18,535</b>	<b>47,603</b>	<b>27,314</b>

FY23 New employees		Total	Male	Female	<30 years	30-50 years	>50 years
Ramsay Australia	Australia	7,900	1,808	6,085	3,006	3,764	1,130
Ramsay UK	UK-Acute	1,632	338	1,290	370	807	455
	Elysium	4,144	1,489	2,655	1,272	2,232	640
Ramsay Santé	France	4,220	718	3,502	2,017	1,842	361
	Nordics	2,784	492	2,290	484	1,615	685
Ramsay Sime Darby	Malaysia	948	204	744	529	386	33
	Indonesia	146	39	107	113	33	0
<b>Group</b>		<b>21,774</b>	<b>5,088</b>	<b>16,673</b>	<b>7,791</b>	<b>10,679</b>	<b>3,304</b>

Collective bargaining agreements (%)		FY21	FY22	FY23
Ramsay Australia	Australia	89.0	89.1	91.1
Ramsay UK	UK-Acute	N/A	N/A	N/A
	Elysium	-	1.0	0.4
Ramsay Santé	France	100.0	100.0	100.0
	Nordics	96.0	93.0	96.0
Ramsay Sime Darby	Malaysia	N/A	N/A	N/A
	Indonesia	100.0	100.0	100.0

Employee turnover <sup>2</sup> (%)		FY21	FY22	FY23
Ramsay Australia		10.3	14.0	13.0
Ramsay UK		15.8	22.7	18.2
		-	34.6 <sup>3</sup>	32.6
Ramsay Santé		15.1	17.8	16.9
		7.8	10.5	10.9
Ramsay Sime Darby		18.0	27.9	22.8
		10.7	6.6	5.7

- 1 Full time and part time employees are permanent. Casual employees are temporary or bank. Excludes agency labour. Totals may differ where individuals have not identified as male/female.
- 2 Percentage turnover is calculated to include all permanent employees who left during FY23 divided by the average of permanent head count from the start to end of the period.
- 3 Elysium data covers full year FY23.

### NOTE

Nordic data includes Sweden, Norway and Denmark.

Elysium FY22 data covers Feb-Jun 2022.

The figures in the People Scorecard for Ramsay Australia, Ramsay UK, Elysium Health-care and Ramsay Sime Darby are subject to limited assurance, see page 56 for details.

# People data and scorecard

## Diversity

### FY23 Employees (headcount)<sup>1</sup>

		Regional executive <sup>2</sup>		Facility CEO		Manager		All other	
		Male	Female	Male	Female	Male	Female	Male	Female
Ramsay Australia	Australia <sup>4</sup>	4	4	17	25	348	963	6,323	27,003
Ramsay UK	UK-Acute	4	4	11	22	209	522	1,176	5,290
	Elysium	4	3	30	54	254	508	2,758	5,085
Ramsay Santé	France	5	3	51	57	813	1,752	4,000	19,562
	Nordics	3	1	18	14	42	71	2,315	9,286
Ramsay Sime Darby	Malaysia	3	7	2	2	32	53	575	2,310
	Indonesia	3	1	0	2	10	16	427	1,353
<b>Group</b>		<b>26</b>	<b>23</b>	<b>129</b>	<b>176</b>	<b>1,708</b>	<b>3,885</b>	<b>17,574</b>	<b>69,886</b>
		<b>53%</b>	<b>47%</b>	<b>42%</b>	<b>58%</b>	<b>31%</b>	<b>69%</b>	<b>20%</b>	<b>80%</b>

### FY23 Employees (headcount)

	Group			
	Male	Female		
<b>Board (non-executive)</b>	<b>4</b>	<b>3</b>	<b>57%</b>	<b>43%</b>
<b>Global executive<sup>2</sup></b>	<b>6</b>	<b>4</b>	<b>60%</b>	<b>40%</b>
<b>Senior leadership<sup>3</sup></b>	<b>39</b>	<b>34</b>	<b>53%</b>	<b>47%</b>

## Workforce safety<sup>5</sup>

### Workplace fatalities

		FY21	FY22	FY23
Ramsay Australia	Australia	0	0	0
Ramsay UK	UK-Acute	0	0	0
	Elysium	-	0	0
Ramsay Santé	France	0	0	0
	Nordics	0	0	0
Ramsay Sime Darby	Malaysia	0	0	0
	Indonesia	0	0	0

### Absenteeism rate (%)

		FY21	FY22	FY23
Ramsay Australia	Australia	5.1	6.4	5.9
Ramsay UK	UK-Acute	9.8	6.0	5.0
	Elysium	-	5.7	4.8
Ramsay Santé	France	15.2	13.9	12.8
	Nordics	6.3	6.4	6.8 <sup>6</sup>
Ramsay Sime Darby	Malaysia	2.4	3.2	2.9
	Indonesia	7.3	2.9	1.5

### Workplace injuries that result in lost time - LTI<sup>7</sup>

		FY21	FY22	FY23
Ramsay Australia	Australia	68	69	75
Ramsay UK	UK-Acute	35	17	14
	Elysium	-	-	-
Ramsay Santé	France	501	856	N/A <sup>9</sup>
	Nordics	-	-	-
Ramsay Sime Darby	Malaysia	3	7	9
	Indonesia	6	6	3

### Rate of lost time due to workplace injury - LTIFR (per 1 million hours worked)<sup>8</sup>

		FY21	FY22	FY23
Ramsay Australia	Australia <sup>8</sup>	1.89	1.95	2.09
Ramsay UK	UK-Acute	4.53	2.05	1.67
	Elysium	-	-	-
Ramsay Santé	France	18.74	23.28	N/A <sup>7</sup>
	Nordics	-	-	-
Ramsay Sime Darby	Malaysia	2.20	2.42	1.91
	Indonesia	1.55	1.47	0.25

- Totals may differ where individuals have not identified as male/female.
- Global executive includes the MD & CEO, Group Chief People Officer, Group Chief Financial Officer, Group Chief Medical Officer, Group Chief Digital & Data Officer and the regional CEOs.
- Senior leadership is the direct reports of the Group executive and regional CEOs.
- Australian figures based on the 2023 WGEA Report (using 2022 data).
- Safety figures generally include casual and outsourced staff.
- Excludes Norway, Sweden (6.9%) and Denmark (3.4%).
- Accidents at work have not been consolidated for FY23 due to a change of service provider and system which results in a delay in the transfer of historical data.
- LTIFR figures have been restated due to definitional change.
- LTIFR hours worked only include RSDH staff, however LTI figures include outsourced.

#### NOTE

Nordic data includes Sweden, Norway and Denmark, unless otherwise noted. Elysium FY22 data covers Feb-Jun 2022.

The figures in the People Scorecard for Ramsay Australia, Ramsay UK, Elysium Healthcare and Ramsay Sime Darby are subject to limited assurance, see page 56 for details.