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1. Introduction & Statement of Purpose

This policy provides the framework by which Singular Health Group Limited (**SHG**) actively manages and encourages inclusion and diversity across the organisation.

People are at the heart of what we do at SHG and we believe that inclusion and diversity is critical to the success of the company.

We strive to create an environment and culture that enables our people to thrive, and achieve their own personal goals whilst working cohesively for the greater good of SHG.

SHG is committed to creating a safe, respectful and inclusive work environment. We will provide the essential foundation for our people to successfully contribute to meeting SHG's objectives, enhance SHG's reputation and improve the user experience for our customers.

2. Who Does This Policy Apply To

This policy applies to:

- (i) The Board of Directors of SHG,
- (ii) All SHG employees, including those in wholly-and-partly owned subsidiaries and joint ventures,
- (iii) Membership committees appointed by either the Board or Management, and
- (iv) People seeking employment within our organisation.

3. Diversity

Diversity refers to the visible and invisible differences that exist between people including, but not limited to, race, colour, physical features, gender, sexual preference, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

Diversity also encompasses the ways people differ in terms of their education background, life and working experiences, social-economic background and geographical location.

Equity refers to ensuring that everyone within the workplace is treated in a fair manner according to their individual needs and circumstances and adopting practices which provide everyone with equal opportunities to succeed at work.

Respect refers to treating individuals fairly, respectfully and courteously, and ensuring their freedom from harassment and bullying.

Inclusion refers to ensuring that employees and members enjoy equal opportunity without any barriers due to their differences.

4. Legislation

Australia has obligations under a number of international human rights treaties to take measures to eliminate discrimination, including on the basis of age, race, sex, pregnancy, marital status and disability.

The Commonwealth Government has implemented some of these obligations through legislation such as the:

- (i) Age Discrimination Act 2004,
- (ii) Disability Discrimination Act 1992,
- (iii) Racial Discrimination Act 1975,
- (iv) Sex Discrimination Act 1984, and
- (v) Australian Human Rights Commission Act 1986.

5. Workforce Inclusion and Diversity

To achieve a diverse and inclusive workforce, Singular Health supports the following practices:

5.1) Gender Equality

SHG aims to create a culture that values, promotes and benefits from gender diversity and equality. We will ensure equal rights and opportunities for people through regular remuneration reviews to identify any gender pay gaps, attract and develop female talent, and educate our leaders about gender equality. Our policies will be regularly updated to reflect our processes for ensuring gender equality and opportunity in the workplace.

5.2) Inclusion

SHG is committed to recognising and celebrating the diversity of the organization through creating an environment and culture that values, respects and encourages a diverse range of views, knowledge and experience.

When hiring and promoting candidates, management shall consider diversity in the selection and appointment processes to ensure that there are no intended or unintended bias or discrimination throughout the recruitment processes to ensure that recruitment decisions are made consistently, fairly and equitably across Singular Health.

SHG's management will endeavour to ensure that there is no intended or unintended discrimination towards or against employees in relation to the remuneration that they receive for their work on the basis of their diversity.

SHG shall invest in the physical, mental and emotional wellbeing of our people through ongoing education around inclusion and diversity initiatives, ensuring our policies and processes support and encourage equal opportunity for all individuals and create a culture of inclusion.

5.3) Recruitment and Membership

SHG is committed to employing the best people to do the best job possible regardless of disability, sex, sexual orientation, gender identity and intersex status, age, race, ethnicity, religion, culture, physical impairment, relationship and parental status or any other attributes.

SHG endorses a fair hiring process in which all candidates are considered on the merits of their skills, qualifications, and abilities.

SHG will seek advice where applicable from relevant experts and representative bodies such as disability support agencies or Indigenous organisations to improve its recruitment and workplace practices.

5.4) Remuneration, recognition and reward

SHG will endeavour to ensure that there is no direct or indirect discrimination towards or against employees of diverse backgrounds regarding the remuneration they receive for their work.

SHG will recognize and reward the achievements of its employees based on their performance and merit. Performance reviews processes will be applied consistently to employees.

5.5) Flexible Work Arrangements

SHG recognizes the value of providing flexible work arrangements for employees to balance personal and work responsibilities, and has an established framework in place which enables flexible work arrangements.

5.6) Development

SHG encourages the advancement of its employees, equal access to professional development opportunities, and in-house training and education programs.

SHG will advance employees based on their performance and merit.

SHG strives to enhance employee's opportunities for success, and will move expeditiously to specifically address any areas for improvement that are identified.

SHG will endeavour to ensure that all employees undertake regular compliance training in relation to legislative and other responsibilities relating to anti-discrimination, workplace harassment and bullying, and equal employment opportunity through its *Code of Conduct and Statement of Values Policy Documents* included in the Company's Corporate Governance Plan. It also strives to offer optional training sessions for employees as required and suggested.

5.7) External Communication and Interaction

Singular Health will consider how it can most effectively reach a diverse audience, including through its website, social media, use of plain language and participation in conferences and other forums.

Singular Health shall endeavour to host events that are physically accessible and timed in a way that accommodates the needs of a diverse range of individuals.

6. Responsibilities of Contact Officers

SHG's contact officers are:

- (i) The Chief Executive Officer,
- (ii) The Chief Operating Officer, and
- (iii) The Chair of the Audit & Risk Committee

A contact officer should:

- (i) Act as a point of contact for enquiries and complaints, in addition to the employee's immediate supervisor,
- (ii) Provide information to all employees of SHG on preventing discrimination, harassment and bullying, and
- (iii) Provide information for managers and staff on processes available to resolve complaints.

SHG will provide contact officers with regular training to assist them to fulfill their role.

7. Monitoring and Review

The executive group and the Board of SHG will:

- (i) Monitor and amend this policy from time to time as required to determine its continued effectiveness,
- (ii) Encourage employees to provide feedback on the policy, and
- (iii) Ensure the policy is subject, but not limited, to regular review and reporting through quarterly reports and Board meetings as required.