

Information for stakeholders

# Diversity Policy



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## Diversity Policy

As a medical diagnostic Company, Sonic Healthcare's business relies on the services provided to our referrers and patients by our thousands of staff every day. In addition, in seeking to continually improve our services and financial performance, we rely on the input and expertise of our many Directors, managers, pathologists, radiologists, other medical practitioners and staff. It is therefore critical that Sonic's workforce brings a broad range of experiences, talents and viewpoints to our business. Diversity is valued as it assists the company to meet its objectives, and ensures that our own people at all levels of the Company reflect our customers and the communities we serve. Diversity is also valuable in competitive labour markets and enables Sonic to attract, retain and motivate employees from the widest possible pool of available talent.

Sonic Healthcare strives to maintain a healthy, safe, inclusive and productive environment which is free from discrimination and harassment based on race, colour, religion, political beliefs, gender, gender identity, socio-economic or cultural background, perspective, experiences, sexual orientation, marital or family status, age, national origin or disability at all levels of the organisation. Discrimination, harassment, vilification and victimisation will not be tolerated.

In addition, the Company is committed to the continued development and implementation of initiatives to remove barriers that disadvantage any person or group such that everyone is able to compete on equal terms. Within Sonic recruitment, development, promotion and remuneration are based on merit. These principles are an integral part of our corporate culture, and are encapsulated in our Core Values.

Sonic Healthcare's commitment to gender diversity is clearly demonstrated by the approximate equal representation of males and females in senior leadership positions.

This policy is reviewed periodically to ensure its continued effectiveness.