

Policy

Climate and Environment Policy

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Contents

Purpose	3
Scope	3
Climate risk and resilience	3
Roles and responsibilities	3
Environmental protection and stewardship	4
Environmental awareness and culture	4
Monitoring performance and reporting	5
Stakeholder engagement	5
Related policies and documents	5
Approval	5
Review	5

Purpose

As a leading global healthcare services provider, Sonic Healthcare (Sonic¹) recognises our responsibility to protect both human and environmental health. We are committed to managing and minimising our key environmental impacts, including energy use, greenhouse gas emissions, waste generation, water consumption and other impacts on the natural world.

This policy outlines Sonic's strategic approach to environmental sustainability and climate action, ensuring our operations and people act to support a healthy planet, resilient communities, and sustainable healthcare systems. Our commitments and associated reporting are aligned with international standards, such as the [Paris Agreement](#), the [Greenhouse Gas Protocol](#) and the [International Sustainability Standards Board](#) (ISSB) and Australia's mandatory climate reporting requirements under [AASB S2](#).

1. 'Sonic' refers to Sonic Healthcare Limited and all its subsidiaries, being all companies within the Sonic Healthcare Group worldwide (including controlled joint ventures).

Scope

This policy applies to all Sonic Healthcare operations and facilities globally, as well as critical components of our supply chain.

Climate risk and resilience

Climate change represents a potentially material source of opportunity and risk for Sonic. The governance and management of climate-related risks and opportunities is integrated into Sonic's risk management framework and capital management processes. The actions we take to strengthen climate resilience include:

- regularly monitoring and reviewing climate-related risks and opportunities, including use of climate scenario analysis to assess climate resilience. Consistent with best practice, scenarios used include both low (1.5°C-aligned) and high (> 2.5°C) emissions pathways
- embedding climate-related risks and opportunities into capital planning, investment decisions and insurance coverage to ensure long-term operational resilience
- integrating climate adaptation measures into new facility design, asset maintenance and disaster preparedness
- developing and updating business continuity and service delivery plans that consider climate-related disruptions
- establishing engagement, disclosure and emissions reduction expectations with key suppliers, and monitoring progress towards mutually aligned targets
- evaluating climate-risk exposure of existing suppliers, as well as formally considering climate risk in vendor selection processes, and collaborating to improve shared resilience and transparency
- establishing internal metrics and controls to monitor resilience, with oversight by executive leadership and board committees
- ensuring identified climate-related opportunities are integrated into business strategy and innovation
- monitoring evolving climate-related regulatory and disclosure requirements across jurisdictions in which we operate.

Roles and responsibilities

Governance of climate and environmental responsibilities and accountabilities are clearly defined across all levels of our organisation:

- **Board of Directors and Board Committees**
 - Oversee climate and environmental strategy, risks and opportunities within the enterprise risk management framework, including approving targets and monitoring performance.
 - Board Committees (Risk Management, Audit, Remuneration and Nomination) provide specialist oversight in line with their respective charters.
- **Chief Executive Officer (CEO) and Managing Director**
 - Holds overall executive accountability for climate and environmental strategy and performance, as delegated by the Board.
 - Embeds sustainability priorities in enterprise strategy and resources, and escalates material issues to the Board.
- **Divisional and Country CEOs**
 - Integrate climate and environmental priorities into divisional and regional operations.
- **Chief Medical Officer (CMO)**
 - Leads day-to-day execution of the climate and environmental agenda, as delegated by the CEO.

- **Global Sustainability Team**
 - Coordinates Group-wide climate and environmental programmes and reporting, including mandatory and voluntary disclosures, alignment with external frameworks and assurance readiness.
 - Tracks progress against targets and supports implementation of initiatives across divisions.
- **Sustainability Leads and entity-based Sustainability Officers**
 - Coordinate division- and entity-level climate and environmental activities and initiatives.
- **Operations and Facilities Management**
 - Drive site-level emissions reduction, energy efficiency, water conservation and waste management initiatives.
- **Procurement and Supply Chain Teams**
 - Promote sustainable sourcing and engage with suppliers to reduce environmental impacts across the value chain.
- **All employees and managers**
 - Share responsibility for fostering environmental awareness and integrating sustainability into day-to-day practices.

Environmental protection and stewardship

Sonic is committed to minimising our environmental impact through:

- **Emissions reduction**
Reducing Scope 1, 2 and material Scope 3 greenhouse gas emissions aligned with science-based targets and the Paris Agreement.
- **Energy and resource efficiency**
Transitioning to renewable energy, and optimising energy, water and material use across all operations where feasible and practical.
- **Pollution and waste minimisation**
Reducing hazardous waste and embedding circular economy principles, including responsible waste disposal and increased recycling.
- **Biodiversity and ecosystems**
Minimising land disturbance and contributing to conservation efforts where relevant to our operations.
- **Regulatory compliance**
Operating in line with all applicable environmental laws, standards and voluntary commitments.
- **Public health integration**
Evaluating environmental impacts in light of health outcomes, particularly for vulnerable populations.
- **Continuous improvement**
Regularly reviewing and enhancing our practices to reduce environmental impacts and strengthen reporting transparency.

Environmental awareness and culture

We foster a culture of environmental awareness by:

- developing sustainability training for employees across regions and key roles
- recognising innovation and leadership in environmental practices
- promoting cross-functional collaboration on emissions, waste and water reduction
- encouraging continuous learning aligned with emerging science and global standards.

Monitoring performance and reporting

We are committed to transparency and developing data-driven systems and management processes to:

- track key environmental metrics (for example, energy use, greenhouse gas emissions, waste and water) and measure progress against emissions reduction targets
- establish internal controls and obtain third-party assurance over climate-related disclosures, where applicable
- report emissions and progress on climate and sustainability related initiatives annually through:
 - mandatory climate reporting, such as AASB S2 compliant disclosures included in Sonic Healthcare's Annual Report
 - voluntary reporting, including disclosures aligned with internationally recognised sustainability standards, such as GRI, International Financial Reporting Standards (IFRS) S2 and UN Sustainable Development Goals (SDGs)
- review performance targets and adapt our strategy based on scientific developments and regulatory changes.

Stakeholder engagement

We actively engage with internal and external stakeholders to guide our environmental approach by:

- consulting with staff, suppliers, patients, and communities as needed
- participating in industry and cross-sector collaborations to accelerate collective impact
- engaging with regulators, investors and the community on environmental and climate-related issues
- integrating stakeholder feedback into materiality assessments, risk management procedures, policy updates, reporting frameworks and program design

When engaging with stakeholders on climate issues, Sonic's objective is to support the goals of the Paris Agreement.

Related policies and documents

- [Board Charter](#)
- [Risk Management Charter](#)
- [Audit Committee Charter](#)
- [Supplier Policy](#)

Approval

This policy was approved by the Board of Sonic Healthcare on 29 June 2026.

Review

This policy will be reviewed every two years or as required, including for alignment to emerging international standards or goals.

Last reviewed

This policy was last reviewed on 29 June 2026.

Last amended

This policy was last amended on 29 June 2026.