

SONIC HEALTHCARE LIMITED

Modern Slavery Statement 2026

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About this Statement

Sonic Healthcare Limited ACN 004 196 909 (Sonic or Sonic Healthcare) is an Australian public company listed on the Australian Securities Exchange (ASX: SHL). Sonic's registered office is Level 22, Grosvenor Place, 225 George Street, Sydney NSW 2000, Australia. The 2026 Modern Slavery Statement (Statement) has been published in accordance with the *Australian Modern Slavery Act 2018* (Cth) (the 'Act') and the *United Kingdom Modern Slavery Act 2015* (UK) (the 'UK Act').

This Statement describes the steps Sonic Healthcare has taken during the year ended 30 June 2026 to assess and address any identified risks related to modern slavery and human rights across our operations and supply chains in Australia, the UK and Sonic operations in other countries.

This Statement adopts the definition of modern slavery to include the trafficking of people, slavery, servitude, forced labour, debt bondage, deceptive recruiting for labour or service, and the worst forms of child labour (as defined in Article 3 of the International Labour Organization (ILO) Convention).

This Statement covers the period from 1 July 2025 to 30 June 2026. It has been endorsed by the Chief Executive Officer of Sonic Healthcare and approved by the Sonic Healthcare Board on 10 November 2026.

This Statement is published on our website and lodged with the Australian Government's Modern Slavery Statements Register.

United Nations Sustainable Development Goals

Sonic Healthcare is committed to supporting global efforts to tackle sustainability and human rights challenges. As a healthcare provider, we play a key role in promoting and delivering good health and wellbeing to communities around the world.

In line with the United Nations Sustainable Development Goals (UNSDGs), we've identified nine priority goals that align with our responsibilities as a global, federated healthcare organisation. Of these, five include efforts to eliminate modern slavery.

For more details on how we align with the UNSDGs, please refer to our Sustainability Impact Report 2026.



Acknowledgement of Country

Sonic Healthcare acknowledges the Traditional Custodians of the lands on which we live and work across Australia, and we pay our respects to Elders past and present. We extend that respect to Indigenous peoples and cultures around the world.

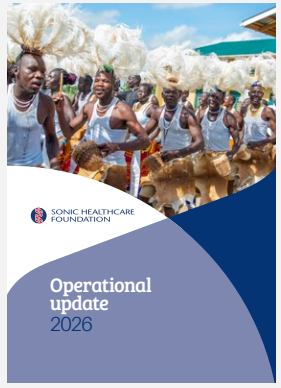
Annual Reporting Suite

The Modern Slavery Statement should be read in conjunction with Sonic Healthcare's Annual Reporting Suite, which includes Sonic's Modern Slavery Statement, Annual Report, Sustainability Impact Report and Sonic Healthcare Foundation Operational Update.











Entities covered by this Statement

Sonic makes this joint Statement on behalf of itself and each Australian reporting entity (listed below), as defined in Section 5 of the Act:

- Sonic Healthcare Services Pty Limited
- Castlereagh Co Pty Limited
- Clinipath Pathology Pty Ltd
- Clinpath Laboratories Pty Ltd
- Douglass Hanly Moir Pathology Pty Limited
- Hunter Imaging Group Pty Limited
- IPN Medical Centres Pty Ltd
- Melbourne Pathology Pty Limited
- Queensland X-Ray Pty Ltd
- SKG Radiology Pty Ltd
- Sonic Clinical Services Pty Ltd
- Sonic HealthPlus Pty Ltd
- Sullivan Nicolaides Pty Ltd

This Statement also fulfils the requirements of Section 54 of the UK Act, and has been prepared and published on behalf of:

- The Doctors Laboratory Limited
- Health Services Laboratories LLP

In addition to the above reporting entities, this Statement also covers all other entities ultimately controlled by Sonic, a full list of which can be found in the Consolidated Entity Disclosure Statement on pages 140 to 151 of Sonic's Annual Report 2026.

For the avoidance of doubt, this Statement does not cover joint ventures in which Sonic does not have operational control.

Consultation

This Statement has been prepared by Sonic Healthcare in consultation with each Sonic division across all countries of operation. This consultation is based on input from the Sonic Global Human Rights Committee, which includes senior management representation from all countries of operation as well as representatives from diverse operational functions, including procurement, human resources, legal, finance, communications and training. The Committee meets regularly to discuss key issues relating to modern slavery across our global operations and supply chains, including:

- new or emerging modern slavery risks
- programs of work assessing modern slavery risks in our operations and supply chains
- progress on corrective actions undertaken by our suppliers
- updates to our employee and supplier education initiatives
- feedback received from stakeholders
- opportunities identified to improve our internal processes
- legislative changes within our operating jurisdictions
- agreeing on the content of our Statement.

The Sonic Board of Directors also contributes to the consultation process and is responsible for reviewing and approving the content of this Statement.

CEO's Message

On behalf of the Board of Sonic Healthcare, I am pleased to present the Sonic Healthcare Modern Slavery Statement for 2026.

As a global healthcare company with operations across nine countries, Sonic Healthcare is committed to upholding human rights and maintaining the highest standards of ethical, responsible and sustainable business conduct.

Our purpose is centred around people, and our commitment to human rights extends across our employees, referring doctors, patients and local communities, as well as those who contribute to our operations and supply chains around the world. Modern slavery remains one of the most serious human rights challenges facing the global community. The risks of exploitation can be complex and are often difficult to detect. We recognise our responsibility is to remain vigilant and take meaningful action to prevent, identify and address potential modern slavery risks wherever they may arise.

During FY2026, we continued to strengthen our approach to modern slavery risk management through ongoing engagement with suppliers, industry peers, investors, key staff and other stakeholders. These efforts reflect our belief that addressing modern slavery is a shared responsibility and that lasting progress is best achieved through transparency and mutual accountability.

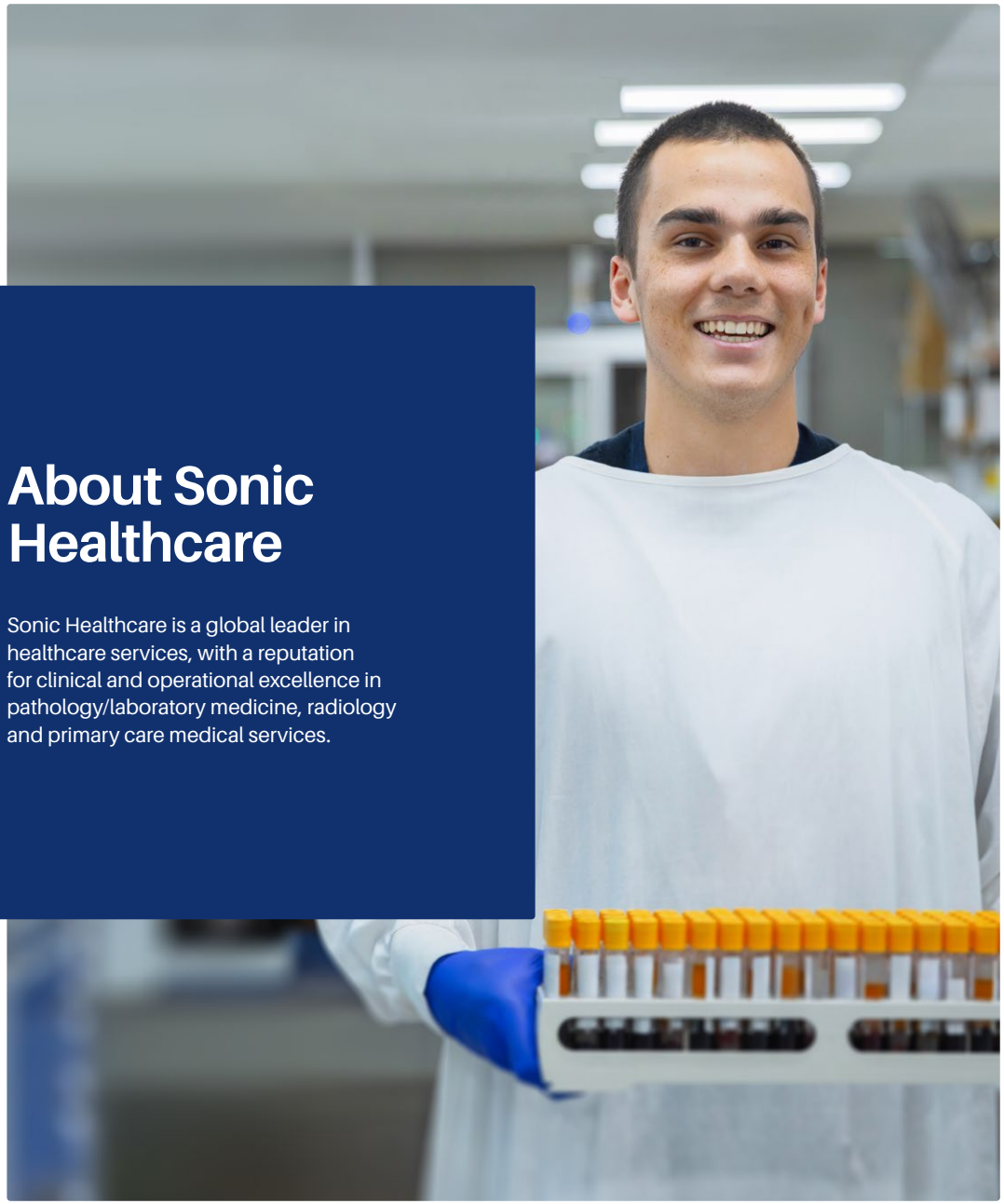
We also continued to build awareness and capability across our organisation through education and training initiatives, helping our people recognise potential modern slavery risks and make more informed procurement and business decisions. While no instances of modern slavery were identified during the FY2026 reporting period, our work has highlighted opportunities to further strengthen controls and improve risk management practices both within Sonic Healthcare and among some of our suppliers. We remain committed to constructive engagement and supporting suppliers to develop robust policies and management systems that align with our expectations and values.

As global supply chains evolve, we will continue to monitor emerging risks, strengthen our systems and controls, and deepen our understanding of potential exposure. This work is central to protecting human rights across our operations and supply chains. I would like to thank our employees, suppliers and stakeholders for their continued support and commitment to these important efforts.



Dr Jim Newcombe
Chief Executive Officer and Managing Director, Sonic Healthcare
10 November 2026





About Sonic Healthcare

Sonic Healthcare is a global leader in healthcare services, with a reputation for clinical and operational excellence in pathology/laboratory medicine, radiology and primary care medical services.

Introduction

Sonic delivers high-quality pathology/laboratory medicine, radiology, general practice and corporate medical services.

With approximately 3,200 patient access points globally, we provide accessible and affordable healthcare to approximately 144 million patients each year.

Our diagnostic and clinical services are provided by more than 2,400 pathologists, radiologists and other clinicians, and approximately 20,000 employees in science-based roles, including scientists, radiographers, sonographers, technicians and nurses. These professionals are guided by highly experienced medical leaders, from Board level through to management of our local practices.

Our staff are supported by ongoing investments in state-of-the-art medical technologies, modern facilities and information systems designed to meet the specific needs of our organisation and stakeholders. This is backed by a firm commitment to uncompromising ethical standards in business management and medical practice.

Our purpose goes beyond diagnostics – we are deeply committed to supporting our people, the communities we serve, and protecting the environments in which we operate. This commitment is embedded in our culture and upheld through strong corporate governance across operations in Australasia, Europe and North America.

The Sonic Difference

Sonic Healthcare's culture is built on three key pillars: Medical Leadership, our Core Values and our Federated Model. Together, these form 'The Sonic Difference', a philosophy that guides everything we do.

In addition to Sonic Healthcare's passionate and committed people – who exemplify the Sonic Difference and everything that it stands for – these elements have laid the foundation for Sonic Healthcare's success.

By always acting in the best interests of doctors and their patients, and by putting our people first, we've earned a reputation for medical excellence and built a workplace that attracts and retains top talent.

Medical Leadership

Medical Leadership is enshrined in Sonic's corporate culture, and is embraced by everyone at Sonic, who understands the vital role they play in delivering our high-quality medical services.

A core tenet of this approach is strong clinical governance, leadership and management, with healthcare businesses led by doctors and experienced healthcare professionals empowered to act in the best interests of clinicians and patients.

This commitment is embodied in our five Medical Leadership Principles, which, together with our Code of Conduct and Ethics and Core Values, provide a shared framework for how we engage with stakeholders and operate across the world.

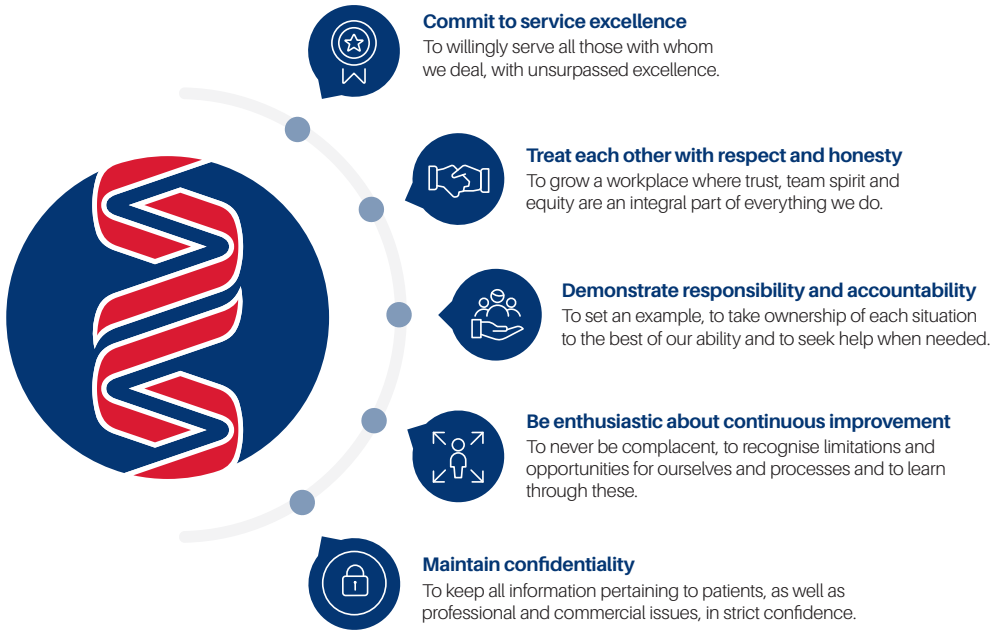


> Two of our guiding Medical Leadership Principles, 'Company Conscience' and 'Respect for Our People', are deeply aligned with efforts to uphold human rights and eradicate modern slavery, both locally and abroad.



Our Core Values

Sonic Healthcare's Core Values set the standard for the collegiate and supportive way in which we behave towards one another, as well as the professionalism with which we conduct ourselves in our day-to-day duties. Since their inception, Sonic's Core Values have been embraced by Sonic Healthcare staff around the world as a unifying code of conduct. Individually, each value reflects our commitment to medical excellence. Collectively, they empower our people to deliver outstanding healthcare services to doctors, patients and the communities we serve.



Commit to service excellence
To willingly serve all those with whom we deal, with unsurpassed excellence.

Treat each other with respect and honesty
To grow a workplace where trust, team spirit and equity are an integral part of everything we do.

Demonstrate responsibility and accountability
To set an example, to take ownership of each situation to the best of our ability and to seek help when needed.

Be enthusiastic about continuous improvement
To never be complacent, to recognise limitations and opportunities for ourselves and processes and to learn through these.

Maintain confidentiality
To keep all information pertaining to patients, as well as professional and commercial issues, in strict confidence.

Divisions



Practices



Our Federated Model

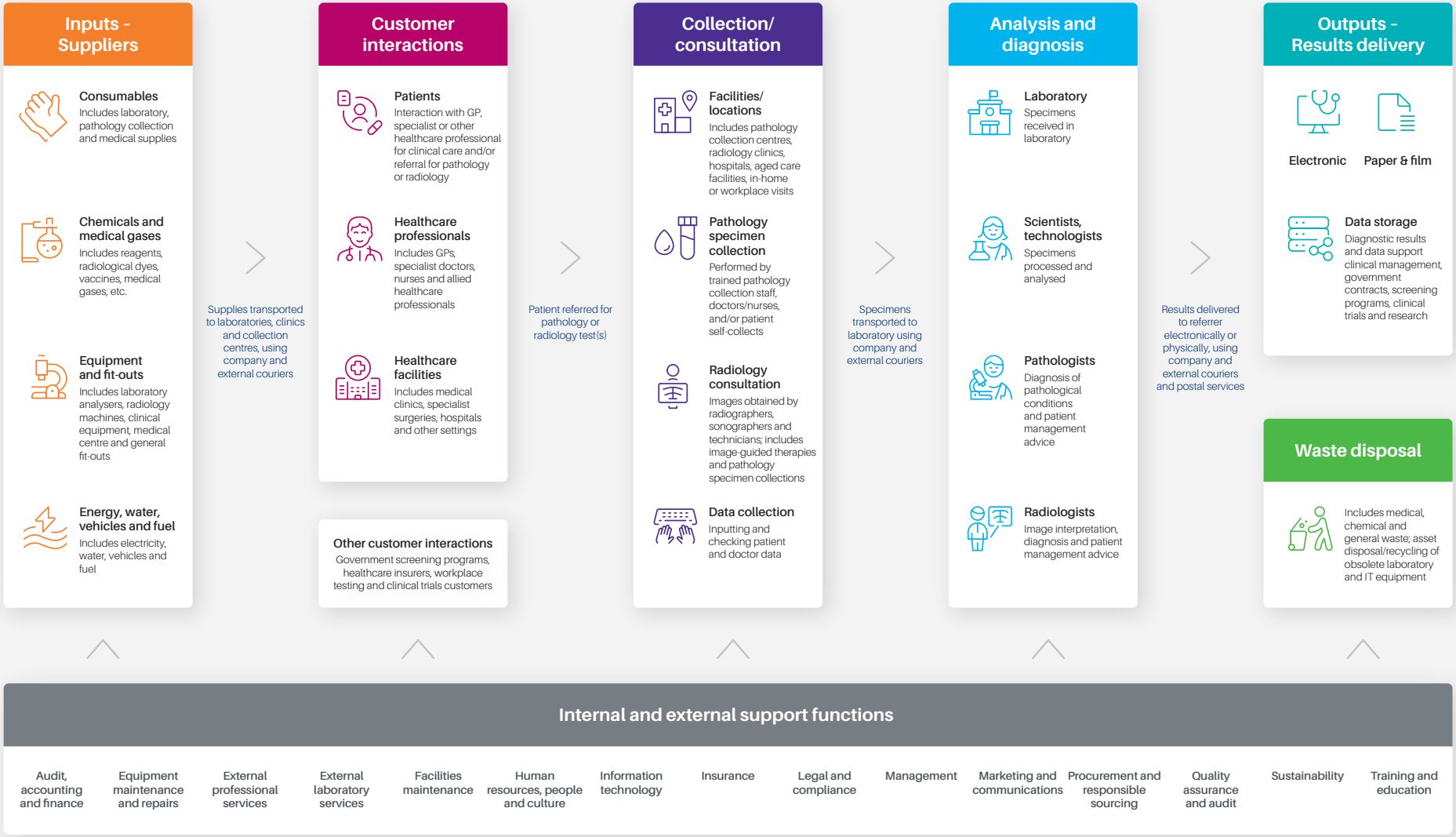
Sonic Healthcare's federated management structure unites our global businesses under the shared goal of Medical Leadership, and provides a framework that combines the strength of global resources with the agility of local expertise.

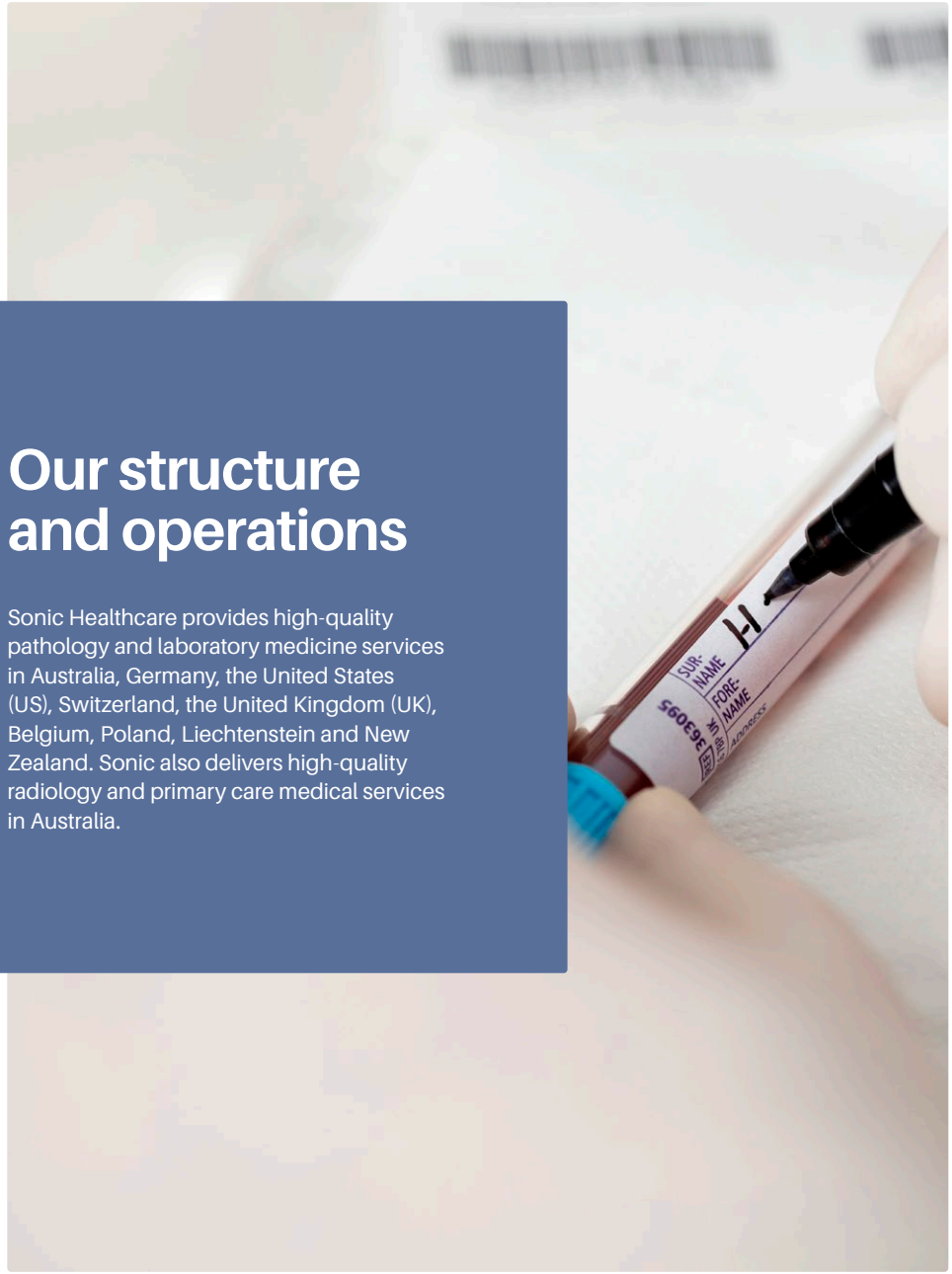
This model empowers our individual entities to operate with autonomy under Sonic's governance structure, retaining local management teams, branding and service delivery, while aligning with our shared vision and values. It allows each practice to respond effectively to the specific needs of its community, while benefiting from the support and scale of a global network.

By preserving the identity and goodwill of our foundation brands, the Federated Model has been key to our long-term success. It also fosters collaboration across our global network, enabling the sharing of knowledge, the development of synergies and the adoption of best practices.

Our value chain

Understanding our value chain helps us identify where modern slavery risks may arise and where we can have the greatest influence.
The diagram below provides an overview of the key activities, suppliers and stakeholders that support the delivery of our healthcare services globally.





Our structure and operations

Sonic Healthcare provides high-quality pathology and laboratory medicine services in Australia, Germany, the United States (US), Switzerland, the United Kingdom (UK), Belgium, Poland, Liechtenstein and New Zealand. Sonic also delivers high-quality radiology and primary care medical services in Australia.

Structure of Sonic entities

Sonic Healthcare operates under a federated structure, meaning each local business retains its own identity and leadership.

Every division has its own CEO and management team. When Sonic acquires a new business, we typically keep the existing brand, leadership and local 'flavour'. This approach helps preserve goodwill, supports local employment in the communities we serve, and resonates most strongly with local medical communities.

Our federated structure also fosters the opportunity to share knowledge and experience, allowing us to develop synergies and establish best practices, further strengthening the foundations for Sonic's continued growth and prosperity into the future.

Executives based in our Global Head Office in Sydney, Australia, provide leadership across the organisation, helping to ensure key matters are managed consistently across the group while enhancing synergies and organisational performance.

Sonic's divisional structure is shown in the diagram below.

SONIC HEALTHCARE

AUSTRALIA
Pathology/Laboratory Medicine
Radiology
Clinical Services

BELGIUM
Pathology/
Laboratory Medicine

GERMANY
Pathology/
Laboratory Medicine

LIECHTENSTEIN
Pathology/
Laboratory Medicine

NEW ZEALAND
Pathology/
Laboratory Medicine

POLAND
Pathology/
Laboratory Medicine

SWITZERLAND
Pathology/
Laboratory Medicine

UNITED KINGDOM
Pathology/
Laboratory Medicine

USA
Pathology/
Laboratory Medicine

Our services

Sonic plays a vital role in supporting healthcare delivery, providing high-quality pathology/laboratory medicine, radiology, general practice and corporate medical services to approximately 144 million patients annually.

Operational segment	Overview of services
 **Pathology/Laboratory Medicine** Countries of operation: Australia, USA, Germany, UK, Belgium, Switzerland, Poland, Liechtenstein and New Zealand	Pathology/laboratory medicine is the branch of medicine that studies samples of blood, urine, tissue and bodily fluids to identify patients at risk of disease, to determine the cause and nature of disease, and to guide and monitor treatment and progress of disease management. Diagnostic specialties include anatomical pathology, biochemistry, cytology, genetics, haematology, immunology, microbiology, molecular pathology and toxicology. Medical laboratory test results provide clinicians with the information they need to manage patients in a timely and appropriate way, enabling optimal health outcomes for the individual as well as the community.
 **Radiology** Countries of operation: Australia	Radiology is the branch of medicine that uses non-invasive technologies to create images of bones, tissues and organs within the human body. These images are interpreted by a radiologist or nuclear medicine physician to identify or monitor disease or injuries. Diagnostic imaging technologies include X-rays, computed tomography (CT), magnetic resonance imaging (MRI), ultrasounds, nuclear medicine, positron emission tomography (PET) and more. Imaging methods are also used to help radiologists perform procedures, such as biopsies, fine needle aspirations and image-guided treatments, known as interventional radiology.
 **Clinical Services** Countries of operation: Australia	General Practice is the medical discipline that delivers primary healthcare in the community. General Practice is often the first interaction a patient has with a doctor to deal with a health concern, which involves everything from colds and flu through to acute and chronic illnesses. General Practitioners also provide preventative care and health education to patients. The holistic approach of General Practice aims to consider the biological, psychological and social factors relevant to the medical care of each patient. The discipline is not confined to specific organs of the body and involves treating people with multiple health issues. Sonic also operates dedicated skin cancer clinics, and provides occupational healthcare and general medical services to workplaces, including pre-employment medical checks, injury prevention management, general practice, vaccinations, disability medical assessments and allied health services.

Our workforce

As a global organisation, Sonic Healthcare is committed to supporting the communities we serve, starting with our people. We strive to provide a work environment that is respectful, safe, equitable and rewarding.

At the end of FY2026, Sonic employed approximately 47,000 people who proudly delivered high-quality medical and diagnostic services to approximately144 million people across numerous communities.

Most of our employees work on a full-time or part-time basis, with only a small number employed on casual or temporary contracts. Almost half our total workforce is employed in highly skilled technical and science-based roles, while 28% of all employees have worked for Sonic for 10 years or more.

Gender diversity is another core tenet of our operations. This includes 56% female representation at Board level and 39% in executive leadership positions.

For more details about our workforce composition, please refer to the 'Our people' section of the Sonic Healthcare Sustainability Impact Report 2026, pages 46 to 58.

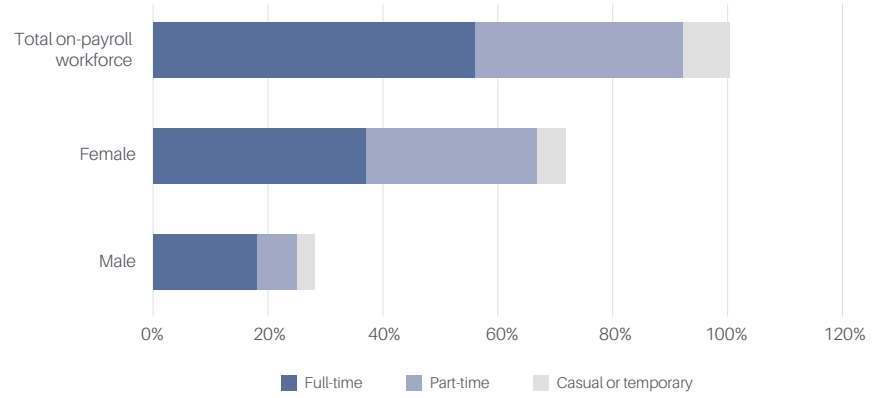
FY2026 total workforce by country and gender

	Female	Male	Total	% female
Australia	15,177	4,626	19,803	76.6%
Belgium	330	156	486	67.9%
Germany[1]	8,806	4,058	12,864	68.5%
New Zealand	148	56	204	72.5%
Switzerland[2]	1,951	826	2,777	70.3%
United Kingdom	2,355	1,489	3,844	61.3%
United States	5,385	2,295	7,680	70.1%
Total	**34,152**	**13,506**	**47,658**	**71.7%**

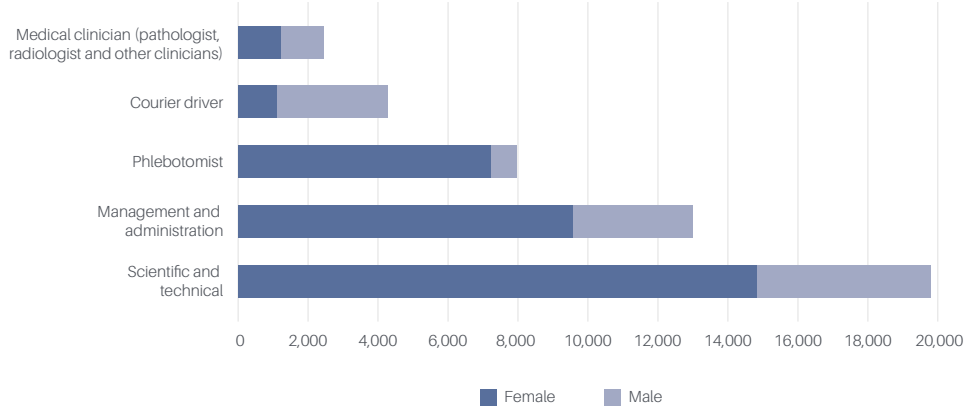
1 Includes Laboratory Group Dr. Kramer & Colleagues ('LADR') operations (including Poland).
2 Includes operations in Liechtenstein.

For further data on Sonic's workforce, please refer to the Sustainability metrics in our Sustainability Impact Report 2026.

FY2026 on-payroll workforce status by employment type and gender



FY2026 workforce by role type and gender



39%
Women in executive leadership positions

46%
Total science-based roles (as a proportion of all roles)

28%
Employees with more than 10 years of service

FY2026 gender diversity: female representation

	Total workforce	% female
Board of Directors	9	55.6%
Executive senior leadership[1]	683	38.7%
Total senior leadership[2]	3,933	52.9%
Science-based roles[3]	22,036	73.1%
Whole of workforce	47,658	71.7%

1 Includes CEO or head of each reporting unit and their executive management teams.
2 Includes executive senior leadership, other managers, pathologists, radiologists and other doctors.
3 Includes doctors, scientists, technicians, radiographers, sonographers and nurses.



Our supply chains

Sonic Healthcare has a large and diverse supply chain, with more than 20,000 direct (Tier 1) suppliers providing goods and services across our operations in nine countries. Our largest spend category relates to specialised medical supplies and equipment that support high-quality diagnostic testing and medical procedures. The combined categories of specialised medical supplies, medical equipment and related maintenance and repair services constituted approximately 42% of our total supply chain spend.

Our procurement teams, located in each country of our operations, sourced goods and services from a wide range of supplier categories in FY2026. Overall, Sonic's category spends were proportionally similar to FY2025. The graph on the right shows how our spend profile is distributed across different product and service categories.

Although we engage a broad supplier base, a significant proportion of our expenditure is concentrated among approximately 20 reputable multinational Tier 1 suppliers of medical consumables and equipment. Together, our top 20 suppliers account for approximately 25% of our supply chain spend and are mainly based in countries assessed as lower risk for modern slavery, including the USA, UK, Germany, Italy, Switzerland and Japan.

These relationships are generally governed by long-term supply contracts and supported by regular meetings and site visits. We proactively and consistently engage with these suppliers on modern slavery matters, including our expectations, identified risks, due diligence practices and any required improvement actions.

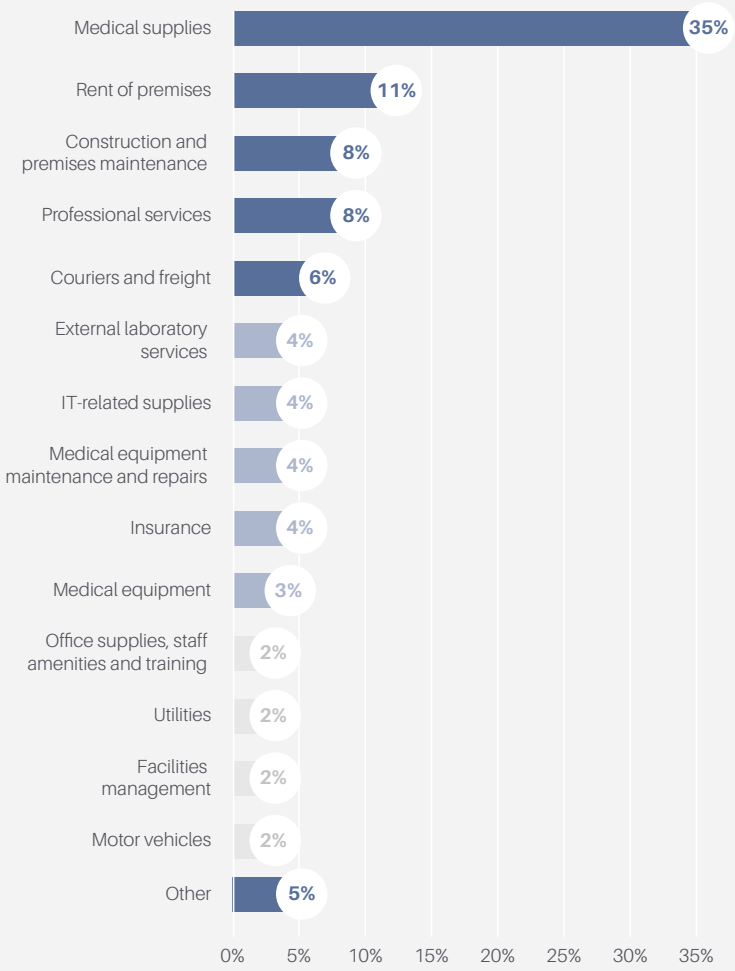
While these Tier 1 suppliers are located in low-risk regions, their Tier 2 suppliers may operate in countries with higher risks of modern slavery violations.

Some of the ancillary goods and services we source fall into categories with a higher risk of modern slavery, such as:

- disposable gloves
- IT-related supplies
- couriers and freight
- construction and premises maintenance
- facilities management, including cleaning
- linen and laundry services.

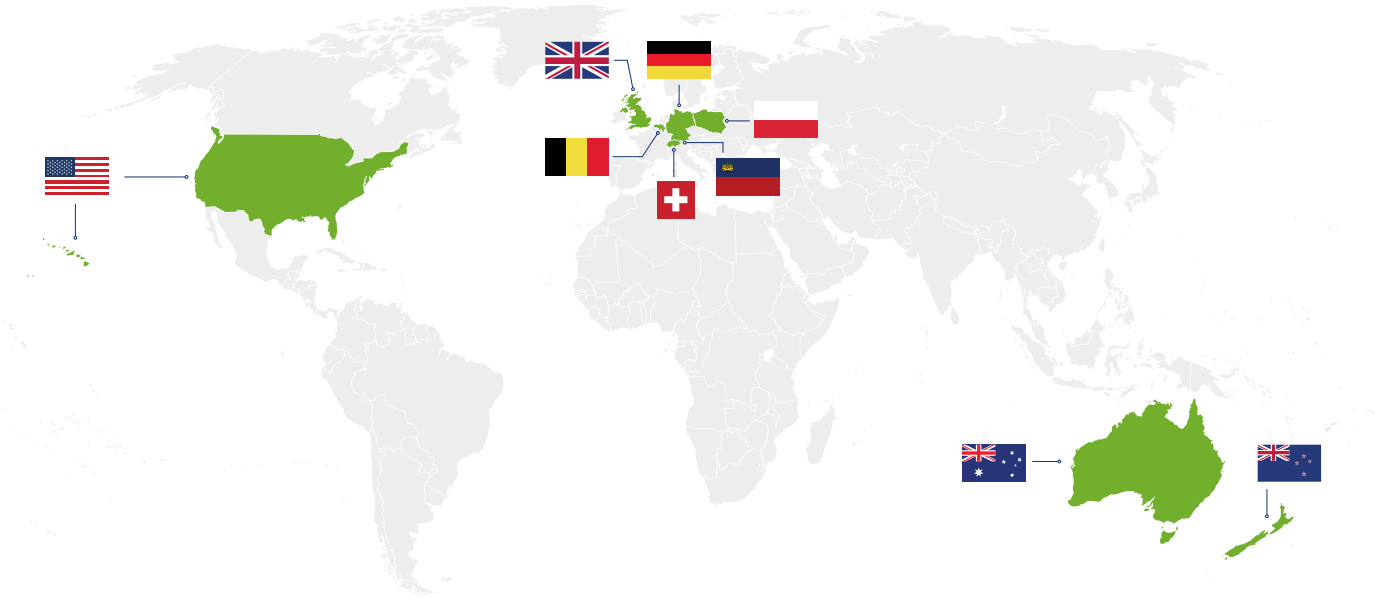
Although these categories represent a small portion of our overall spend, they are considered higher risk areas and are subject to a more in-depth supplier engagement and detailed modern slavery due diligence program.

FY2026 relative spend proportion by product/service category



Sonic Healthcare's countries of operation, workforce numbers and proportional supplier spend

The diagram on the right shows our Tier 1 supplier spend by our countries of operation. It highlights that most of our goods and services are sourced locally within countries that have a low risk of modern slavery. However, it's important to note that this diagram reflects the location of the Tier 1 suppliers we purchase from, not necessarily the country where the products are manufactured.



Risk profiling in our operations

All Sonic Healthcare companies operate in countries that have a low-risk rating for the prevalence of modern slavery.*

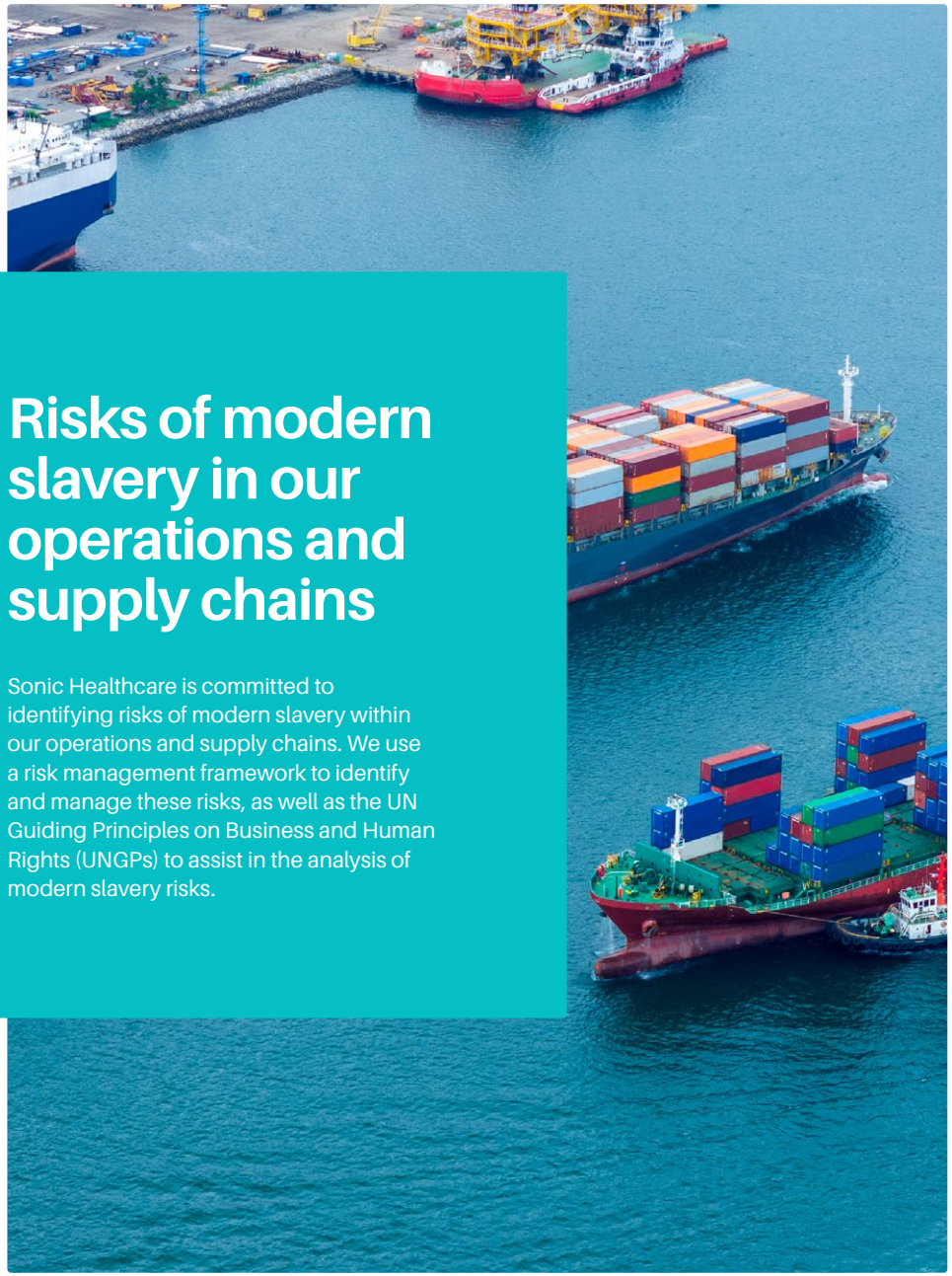
- Low
- Medium
- High
- No Sonic operations

*Risk profiling in our operations based on Global Slavery Index 2023 Dataset, Walk Free

FY2026 workforce and supplier spend

Country	Operational segment	Workforce	Supply chain spend*
Australia	Pathology/Laboratory Medicine, Radiology, Clinical Services	19,803	32%
Germany[1]	Pathology/Laboratory Medicine	12,864	26%
United States	Pathology/Laboratory Medicine	7,680	20%
Switzerland[2]	Pathology/Laboratory Medicine	2,777	11%
United Kingdom	Pathology/Laboratory Medicine	3,844	9%
Belgium	Pathology/Laboratory Medicine	486	1%
New Zealand	Pathology/Laboratory Medicine	204	1%

1 Includes LADR Group operations (including Poland).
2 Includes operations in Liechtenstein.
* Represents the country's proportion of Sonic Healthcare's global supplier spend.



Risks of modern slavery in our operations and supply chains

Sonic Healthcare is committed to identifying risks of modern slavery within our operations and supply chains. We use a risk management framework to identify and manage these risks, as well as the UN Guiding Principles on Business and Human Rights (UNGPs) to assist in the analysis of modern slavery risks.

Principles used to guide our approach to modern slavery risks

The following principles are embedded in our business processes and guide our approach to modern slavery.

Be proactive

Take a proactive approach to modern slavery risk management, which improves our chances of identifying potential modern slavery risks within our operations and supply chains.

Engage with stakeholders

Establish transparent dialogue and engagement with employees, suppliers, investors, industry peers and other relevant stakeholders to encourage the identification of potential modern slavery issues and actions.

Work together

Collaborate to drive meaningful change. We work with suppliers, industry peers, shareholder groups and other stakeholders to identify and address modern slavery risks and support improvements in responsible supply chain practices.

Communicate

Provide education, training and ongoing communications for employees (especially those involved in human resources, recruitment, procurement and audit functions) and suppliers, to strengthen awareness and response capabilities.

Respond accordingly

Implement a staged response where potential instances of modern slavery are identified. We act quickly and responsibly when concerns or reports of modern slavery arise. Our response focuses on protecting and supporting affected workers or individuals.



Modern slavery risks in our operations

Sonic Healthcare has robust processes in place to continuously monitor and assess our employment practices and operations for the risk of human rights violations and instances of modern slavery. Sonic's Global Human Resources (HR) Forum has been in operation since 2023. This forum complements the pre-existing Australian HR leaders' group and regularly reviews employment practices and human rights matters across our countries of operation.

In addition to our continuous monitoring for human rights violations and modern slavery practices, we undertake Modern Slavery audits across our operations every two years, with the next audit scheduled for FY2027. Our audit requires each HR leader to declare any potential human rights violations and covers employment terms and conditions, as well as training and education provided to staff about their local and international rights.

The terms and conditions of employment across Sonic are governed by:

- international human rights conventions and treaties
- country-specific statutory labour laws and regulations
- global Sonic codes and policies dealing with conduct and ethics, human rights, workplace health and safety, and modern slavery
- local employment policies and procedures, developed in consultation with employees.

Our Global Whistleblower Policy and Code of Conduct and Ethics encourages employees and other stakeholders, including suppliers, to report incidents or concerns relating to substandard terms and conditions of employment, human rights violations or modern slavery practices. No modern slavery matters, concerns or violations were reported through the whistleblower programs during FY2026.

We continue to assess whether the grievance mechanism is trusted, accessible and effective for employees and other stakeholders.

Modern slavery risks in our supply chains

Sonic Healthcare's greatest exposure to modern slavery risk arises from our large and complex supply chains. We engage more than 20,000 Tier 1 suppliers across nine countries, as well as many more Tier 2 and lower-tier suppliers from which we do not source directly. While our Tier 1 suppliers are trusted businesses in low-risk countries, we recognise that risks may exist deeper in the supply chain. We continue to monitor and investigate these areas using a risk-based approach.

We use a multi-layered modern slavery risk assessment framework to manage our supply chain risk, which includes:

- Supplier human rights (modern slavery) due diligence questionnaires that gather information from nominated suppliers relating to their operations and supply chains.
- Periodic assessment of supplier compliance with Sonic's Supplier Policy.
- Adverse event monitoring for emerging risks and incidents, such as tracking government sanctions lists, for example, the US Customs and Border Protection Withhold Release Orders.
- Reports from employees, suppliers and other stakeholders through grievance mechanisms, whistleblower programs and other channels, about possible or actual modern slavery or human rights violations.
- Collaborations with various stakeholders, including industry peers, suppliers, investor groups and multiple rating agencies.

Given the challenges associated with assessing risks deeper in the supply chain, we focus and prioritise our efforts on the highest-risk categories, such as:

- certain medical consumables, including disposable gloves
- cleaning services
- transport and logistics
- linen and laundry services.

The table on the following pages details the product and service categories procured by Sonic in FY2026, alongside the inherent risk rating for each category based on industry and location risk.

> Using the United Nations Guiding Principles on Business and Human Rights, we understand that our business relationships with our supply chain partners could be linked to human rights issues and modern slavery risks through our multiple supply chain tiers.

Modern slavery risks in our supply chains

Supply chain categories	Spend	Products and services	Risk rating based on industry and geography
Medical supplies	35%	▪ Reagents, contrast agents and other chemicals ▪ Medicines and vaccines ▪ Other medical consumables ▪ Personal protective equipment (PPE)	**Low risk** Most of Sonic's largest Tier 1 suppliers are headquartered in the USA, western Europe, UK, Japan and Australia. These businesses account for a significant percentage of Sonic's procurement spend, and a high proportion have satisfactorily completed Sonic's modern slavery due diligence questionnaire. **Medium-high risk (disposable gloves)** Sonic Healthcare sources a large number of disposable gloves from reputable Tier 1 healthcare consumable suppliers across all regions where we operate. However, the manufacturing of disposable gloves is known to carry a high risk of human rights violations, especially labour violations. Workers in this industry may face exploitative conditions, such as: ▪ poor living conditions, especially when housing is provided by employers ▪ long working hours, which can increase during high-demand periods like pandemics ▪ confiscation of identity documents, limiting workers' freedom of movement ▪ debt bondage, where workers are charged recruitment fees by third-party labour firms, leaving them to work off the debt.
Rent of premises	11%	▪ Premises rent and related costs paid to our landlords	**Low risk** Suppliers are based within our nine countries of operation. However, there may be Tier 2 risks if landlords include services such as cleaning in their charges. Cleaning and similar services are associated with higher modern slavery risks, as noted in our facilities management category below.
Construction and premises maintenance	8%	▪ Building contractors and professionals used for the construction and maintenance of premises	**Medium risk** Construction and maintenance only occurs in our nine countries of operation. However, third-party outsourcing of property maintenance may impose a risk of migrant labour exploitation.
Professional services	8%	▪ Legal and accounting firms, professional consultants and contractors, such as specialist medical locums, marketing, HR/ recruitment firms and IT	**Low risk** Suppliers are based within our nine countries of operation and most engagements of temporary workforce and contractors relate to medical practitioners and other professionals.
Couriers and freight	6%	▪ Third-party couriers, freight, postage and mail services	**Medium risk** ▪ Freight and transport services, including shipping, distribution and storage. Groups include drivers, seafarers, port and other workers. ▪ Local postage and mail services are considered low risk.
External laboratory services	4%	▪ Testing outsourced to third-party specialist medical providers	**Low risk** Suppliers are based within our nine countries of operation.

Supply chain categories	Spend	Products and services	Risk rating based on industry and geography
IT-related supplies	4%	▪ Computer hardware and consumables, software, including usage and maintenance, managed print and other IT services and supplies	**Medium risk** Raw materials and the manufacture of consumables may take place in higher-risk geographies.
Medical equipment maintenance and repairs	4%	▪ Medical equipment repairs and maintenance	**Low risk** Suppliers and their employees are predominantly based within our nine countries of operation.
Insurance	4%	▪ Normal business and commercial insurances ▪ Employment-related insurances	**Low risk** Suppliers are based within our nine countries of operation. However, increased risks may be associated with Tier 1 suppliers using call centres outside Sonic's low-risk countries of operations.
Medical equipment	3%	▪ Medical equipment purchased	**Low risk** Suppliers are mostly headquartered in the USA, western Europe, UK, Japan and Australia. These businesses are predominantly large multinational organisations, most of whom have satisfactorily completed Sonic's modern slavery due diligence questionnaire.
Office supplies, staff amenities and training	2%	▪ Stationery, office equipment and consumables, staff amenities, uniforms, cleaning products ▪ Staff training	**Predominantly low risk** Tier 1 suppliers (mainly distributors) are deemed to be low risk.
Utilities	2%	▪ Electricity, gas, water, telephone and data services	**Low risk** Suppliers are based within our nine countries of operation. However, increased risks may be associated with Tier 1 utility suppliers using call centres outside Sonic's low-risk countries of operations.
Facilities management	2%	▪ Cleaning ▪ Security ▪ Waste removal	**Medium risk** These industries often rely heavily on the use of subcontractors, which may allow exploitative practices to go undetected. **Medium-high risk (cleaning)** Sonic relies on external suppliers for the provision of cleaning services for its facilities. Sonic uses reputable Tier 1 suppliers in each country of operation for this purpose. This category presents a higher risk of modern slavery for various reasons, including the industry's reliance on migrant labour, international students, visa holders and subcontractors. These workers are potentially vulnerable to exploitation and may be less likely to report such incidents. Note that some smaller cleaning contracts are considered to have a low risk of modern slavery due to the self-employed nature of the service (that is, the cleaner is a sole trader and provides the services themselves). In our previous Statements we had assessed the cleaning sub-category as medium risk but upon stakeholder feedback and collaboration, we have increased our risk rating to medium-high. Not only do we focus on modern slavery issues during the onboarding of new cleaning suppliers but continue to monitor, assess and support throughout the term of the contract.
Motor vehicles	2%	▪ Fleet vehicles, including repairs, maintenance and fuel	**Low-medium risk** Certain vehicle parts, such as rubber, steel and cobalt for electric vehicle batteries, may be sourced from regions where modern slavery is more prevalent.
Other	5%	▪ All other suppliers	**Low risk** Includes items such as memberships, donations, advertising, marketing, hire equipment, licence fees and other general expenses.



Actions taken to assess and address modern slavery risks

Sonic Healthcare's approach to managing modern slavery risks is guided by our Core Values and culture of Medical Leadership. Together, they shape how we protect human rights and uphold ethical business practices across our operations and supply chains. The following pages summarise the key actions we have taken to identify, assess and address modern slavery risks during the reporting period.

Action 1

Supplier due diligence program

We continue to reinforce our supplier due diligence process by using an online human rights (modern slavery) due diligence questionnaire for prospective and existing suppliers. The questionnaire helps us to assess our direct Tier 1 suppliers, as well as selected higher-risk Tier 2 and indirect suppliers, such as manufacturers. It also supports engagement with suppliers on modern slavery risks and awareness, allowing us to gather information about:

- the product/service category supplied to Sonic
- the country of origin of key products and services supplied
- whether the supplier has become aware of any actual or potential modern slavery risks in their supply chains or operations and the nature of those risks
- whether the supplier has policies in place aimed at identifying and mitigating modern slavery and human rights violations within the supplier's operations and supply chains
- whether the supplier's contracts with their own suppliers contain clauses to ensure compliance with relevant policies and/or legislation on modern slavery, labour standards and human rights
- whether the supplier has implemented procedures to monitor compliance with policies and relevant modern slavery legislation
- whether the supplier has whistleblower mechanisms in place that are accessible to employees, suppliers, consultants and subcontractors, to anonymously raise concerns related to labour conditions or workplace grievances
- whether modern slavery and human rights education and training is provided to employees and other stakeholders.

In addition, the questionnaire seeks confirmation that:

- the supplier complies with Sonic's Supplier Policy
- all supplier employees and subcontractors are engaged on the basis that they have freely chosen employment, and that the conditions of work are not in violation of modern slavery or human rights legislation.

Each supplier's response is collated, assessed and assigned a risk score. This risk score then informs the type of follow-up required (if any). Certain suppliers elect to submit their own Modern Slavery Statement in lieu of completing Sonic's online human rights questionnaire. When this occurs, we ask those suppliers to provide a statement that is relevant to their local jurisdiction.

More than 470 Tier 1 and selected higher-risk Tier 2 suppliers have completed the online questionnaire and/or provided documentation describing their mechanisms for assessing and addressing modern slavery risks. Collectively, these suppliers represent approximately 40% of Sonic Healthcare's global spend.

Additional assessments

Sonic Healthcare conducts comprehensive due diligence activities for higher-risk suppliers which may include onsite visits.

In FY2026, we focused on selected laundry service suppliers across multiple geographies (see Case Study below).

Case Study

Laundry service suppliers

Background

Across its operations, Sonic engages several laundry service suppliers to launder laboratory coats, patient gowns, blankets and bed sheets.

Although laundry services represent a relatively small proportion of overall spend, Sonic recognises the heightened modern slavery risks associated with the sector. The laundry service industry presents a higher risk of modern slavery for the following reasons:

- **Reliance on lower-paid labour:** laundry work may involve repetitive, physically demanding tasks with relatively low wages, increasing vulnerability to underpayment or poor conditions.
- **Use of migrant workers, temporary visa holders or labour-hire workers:** these workers may have limited bargaining power, limited knowledge of local workplace rights, language barriers or fear of losing employment/visa status.
- **Subcontracting and labour-hire arrangements:** when work is outsourced through multiple layers, it can reduce visibility over who is performing the work and under what conditions.
- **Textile supply chain risks:** the linen, uniforms, coats, gowns and blankets being laundered may also have upstream risks linked to cotton, textile manufacturing, dyeing, sewing and sourcing from higher-risk geographies.

Onsite assessments are a valuable supplier engagement tool. They strengthen Sonic's ability to identify potential modern slavery risk indicators, support open and transparent relationships with suppliers, and provide a practical opportunity to discuss Sonic's expectations. They also enable suppliers to provide feedback on our processes in a direct and constructive way.

In FY2026, we visited a number of laundry service suppliers to conduct facility and working condition assessments in Australia, the United Kingdom and the USA to strengthen our understanding of modern slavery risks, controls and conditions.

The assessments included a review of the following:

- **Facilities and amenities,** including cleanliness, maintenance, ventilation, spacing, toilet and drinking water access, break areas, hallways and exits.
- **Health and safety measures,** including chemical handling, safety management systems, PPE, emergency exits, fire extinguishers, first aid and waste control procedures.
- **Working hours and overtime arrangements,** including shift scheduling, voluntary overtime, monitoring of additional hours and payment for extra time worked.
- **Employment arrangements,** including subcontractor or temporary worker use, wage payments, recruitment practices, work permits and checks for potential child labour risks.
- **Freedom of movement,** including retention of identity documents, the ability to leave the site when off-duty, access to personal belongings and storage arrangements.
- **Modern slavery awareness and governance,** including management awareness, supplier policies, due diligence processes and preventative controls.
- **Whistleblower and grievance mechanisms,** including anonymous reporting channels, employee assistance programs and access to labour standards and human rights policies.
- **Other observations from the site visit,** including induction procedures, management engagement, production floor tour and general staff interaction.

Summary of findings and next steps

All laundry service suppliers assessed confirmed that they comply with Sonic Healthcare's Supplier Policy.

- **Facilities and amenities:** All premises assessed appeared safe and clean, with employees having access to bathrooms, break areas, hallways and exits.
- **Accommodation:** None of the suppliers assessed provided onsite accommodation for employees.
- **Working hours and wages:** All suppliers confirmed that they monitor employee working hours and pay wages and entitlements in accordance with applicable local legislation.
- **Employee interactions:** Interactions with employees across all sites were positive, and no employees appeared to be in distress.

Site assessments identified opportunities at selected laundry service facilities to strengthen existing modern slavery risk controls. These included improving multilingual communication of grievance and whistleblower channels, enhancing worker awareness and induction materials, and strengthening oversight of labour-hire arrangements. Sonic communicated the relevant recommendations to suppliers and will monitor implementation through agreed actions and follow-up engagement.

Sonic will continue to work with suppliers to support the implementation of these initiatives. We will also continue to conduct onsite assessments of higher-risk supplier facilities across various categories.

Action 2

Provision of sound governance and oversight

Sonic Healthcare has a clear governance structure to manage modern slavery risks, where our Board has ultimate responsibility for overseeing modern slavery risks. In addition, the Board reviews the Modern Slavery Statement each year and approves its release. This ensures our leadership remains informed and engaged in our efforts to protect human rights.

Under the guidance of the Sonic Board, the Global Human Rights Committee implements Sonic's modern slavery strategy and supports the day-to-day modern slavery risk activities undertaken by Sonic's divisions and local entities.



The Global Human Rights Committee is responsible for:

- **Risk assessment:** identifying and evaluating modern slavery risks across Sonic's operations and supply chains.
- **Policy oversight:** reviewing and recommending policies, including due diligence and grievance procedures.
- **Monitoring and reporting:** tracking implementation and progress of work programs and continuous improvement initiatives,, and ensuring transparency through regular updates, including Sonic's annual Modern Slavery Statement.
- **Awareness and training:** educating employees and stakeholders about indicators of modern slavery and how to respond to potential human rights issues.
- **Stakeholder engagement:** facilitating conversations with internal and external stakeholders to address concerns.
- **Remediation:** implementing and monitoring actions to resolve any identified, potential or actual issues.

The Global Human Rights Committee includes senior global executives from key areas, including operations, procurement, human resources, communications, finance and legal. The Committee also includes senior managers from all countries where Sonic operates. A sub-committee meets monthly to review the effectiveness of current initiatives and track how modern slavery risk data is received, evaluated and acted upon.

Periodically, representatives from our Global Human Rights Committee engage with the Board on:

- the risks of modern slavery in our operations and supply chains
- the steps we're taking to reduce those risks
- any actions taken to address potential instances of modern slavery
- updates on modern slavery legislation and emerging areas of relevance.



Action 3

Policy framework

Sonic Healthcare's governance framework is supported by a range of policies and charters that require internal and external stakeholders to operate in an ethical, safe and legally compliant manner. Some of these policies contain sections specific to modern slavery, while others relate more generally to human rights matters.

Policy	Overview
Board Charter	Outlines the Board's responsibilities and delegated management roles.
Code of Conduct and Ethics	Outlines our Core Values and defines the standards of behaviour expected of anyone who represents Sonic and acts on its behalf.
Labour Standards and Human Rights Policy	Describes our commitment to respecting human rights and upholding labour standards, and is aligned with the principles established within the Universal Declaration of Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.
Supplier Policy	Outlines the expectations of suppliers regarding ethical conduct, the adoption of environmentally sustainable business practices (where feasible), and the integration of social responsibility, among other areas. It also provides contact details for individuals or organisations seeking to raise concerns.
Global Whistleblower Policy	Supports the reporting of misconduct, illegal acts or any improper actions relating to Sonic's businesses and protects whistleblowers.

All policies are available at: www.sonichealthcare.com/policies

Our Code of Conduct and Ethics and our Labour Standards and Human Rights Policy clearly outline that we do not accept any form of slavery. They also prohibit the use of all forms of forced labour, including bonded labour.

Sonic Healthcare performs regular reviews of our key policies to ensure compliance with Australian and UK modern slavery legislation and other human rights laws relevant to the countries in which we operate, in addition to satisfying our own standards and expectations.



The policies, charters and codes listed on this page conform to the following Acts and best-practice guidelines:

- ILO Declaration on Fundamental Principles and Rights at Work, produced by the International Labour Organization
- Guiding Principles on Business and Human Rights, produced by the United Nations Human Rights Office of the High Commissioner
- Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities, produced by the Department of Home Affairs, Australian Government
- Ethical Procurement for Health: Workbook, developed as a partnership between the Sustainable Development Unit for the Health and Social Care Sector, British Medical Association, Ethical Trading Initiative, and the Department of Health
- Beyond compliance: Effective reporting under the Modern Slavery Act – A civil society guide for commercial organisations on the transparency in supply chains clause, produced by CORE (Corporate Responsibility) Coalition, 2016
- Transparency in Supply Chains etc. A practical guide, produced by the Home Office of the UK Government



Action 4

Building employee awareness about modern slavery

Sonic Healthcare supports employee awareness of modern slavery risk detection and mitigation through an interactive online training module that aims to empower employees to recognise potential risks and report concerns using our established channels. The online training module includes knowledge-check questions to reinforce learning and understanding. Content is reviewed and updated regularly to ensure it remains relevant and effective.

Online training has been completed by more than 11,000 staff across the Sonic group. The completion rate for staff in roles that may have higher exposure for potential instances of modern slavery, such as management, procurement, finance, recruitment and human resources, is more than 95%.

Action 5

Supplier compliance and selection process

Sonic Healthcare promotes mutually beneficial partnerships with its suppliers built on trust, transparency and a sense of shared commitment to work together towards the elimination of modern slavery. We frequently engage with key suppliers about challenges they may face in the management of their modern slavery risks.

Our Supplier Policy ensures procurement of high-quality, innovative products and services that demonstrate whole-of-life value for money. Supplier selection processes include a review of the environmental impacts of the supplier's products and services, their stated commitments to sustainability principles and practices, and their track record of complying with global human rights legislation. We periodically review these topics and continue to investigate options to assist in digitising supplier due diligence assessments.

Supply contracts include clauses on human rights (modern slavery) and sustainability that align with Sonic's Supplier Policy. These clauses continue to be progressively included in new supplier contracts.



Action 6

Monitoring for new and emerging risks

Sonic Healthcare monitors media reports of suspected or actual incidents of modern slavery, and scans relevant sanctions lists to be alerted to emerging risks within our supply chains or operations. Relevant concerns are reported to the Sonic Global Human Rights Committee to determine if further action is required. All decisions are contextualised according to Sonic's level of involvement, as defined by the UN Guiding Principles continuum of involvement.

This approach has helped us to identify risks with disposable glove, solar panel and hybrid and electric vehicle manufacturing, resulting in extended due diligence on suppliers of those products.





Action 7

Grievance mechanisms and remediation

Sonic has whistleblower policies in place to support the reporting of misconduct, illegal conduct or any improper actions relating to Sonic's businesses.

An overarching Global Whistleblower Policy is supported by local policies relevant to the legislation in that country. Reports can be anonymous and whistleblowers are protected from victimisation, harassment or discriminatory treatment. Confidentiality is extended to anyone who discloses their identity while making a relevant disclosure.

Stakeholders (both current and former) who can make a report under the whistleblower policy include:

- Sonic officers and employees (whether permanent part-time, fixed-term, casual or temporary)
- suppliers to Sonic (or their employees), including contractors, consultants and secondees
- relatives, spouses or dependants of the above.

In the event of a modern slavery disclosure, Sonic has designated procedures in place. Such disclosures are reported to the Board who provide oversight of relevant remediation steps. If a disclosure relates to potential human rights abuses in our supply chains, Sonic works with the supplier to help achieve a positive outcome for affected workers. If this doesn't remediate the situation, Sonic may end the business relationship.

Action 8

External stakeholder collaboration

Sonic Healthcare engages with external stakeholders, including suppliers, shareholders, relevant agencies, industry peers and others. This engagement helps inform us and our stakeholders of new and emerging risks and actions adopted to mitigate those risks.

Our engagement with suppliers (particularly our smaller suppliers) helps build awareness of the modern slavery risks that may arise in their operations and supply chains.

Our collaboration with industry peers allows us to share knowledge and experience in identifying and addressing modern slavery risks and environmental issues in our supply chains.



Independent recognition

Sonic's environmental, social and governance (ESG) performance is evidenced by the ratings we receive in various independent assessments of ESG practices. These include:

ISS ESG

Prime (B-)

MSCI

Leader (AA)

CDP

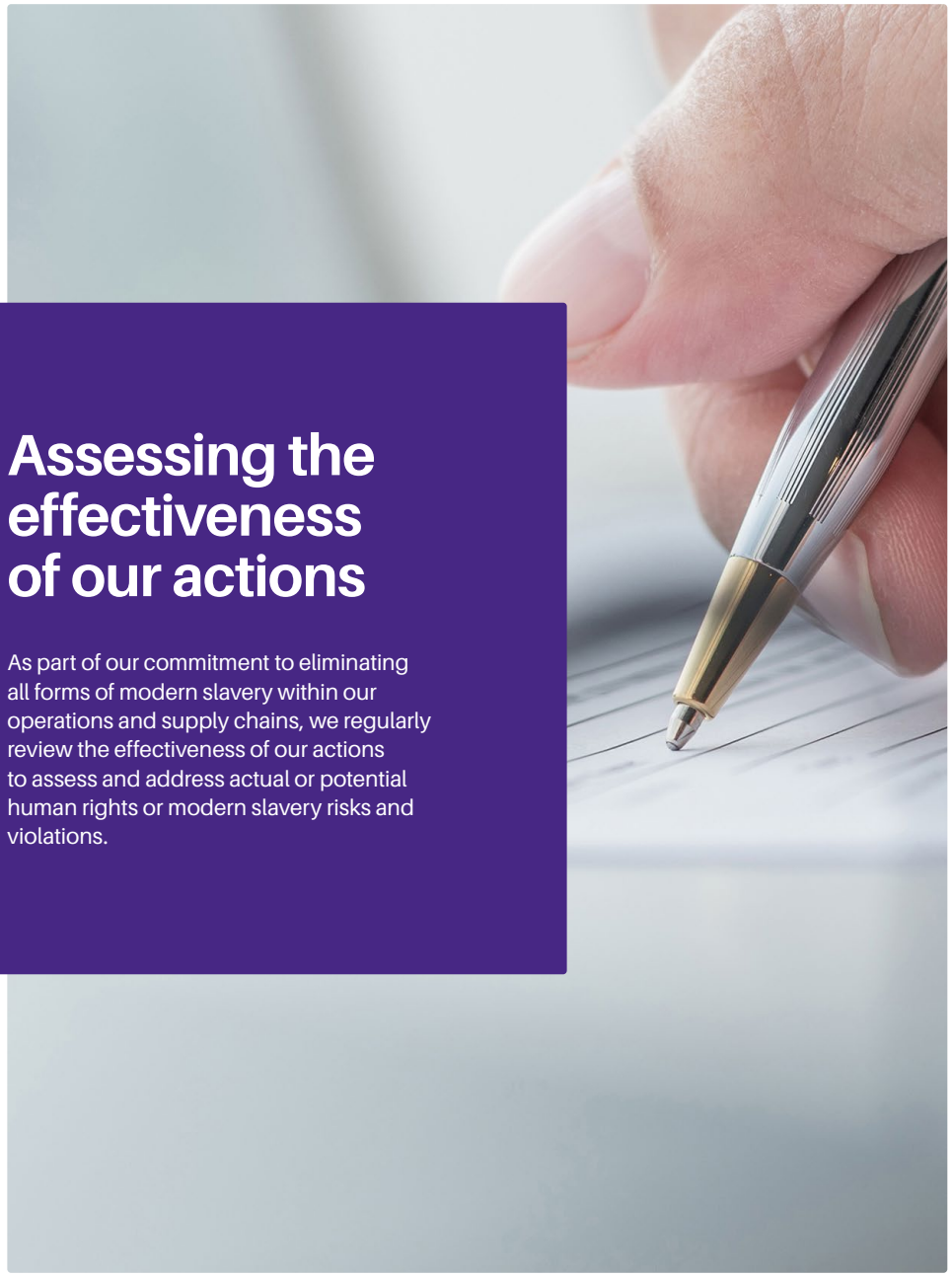
Awareness (C)

MORNINGSTAR SUSTAINALYTICS

16.8 - Low Risk

FTSE4Good

FTSE4Good All World Index
FTSE4Good Developed Index



Assessing the effectiveness of our actions

As part of our commitment to eliminating all forms of modern slavery within our operations and supply chains, we regularly review the effectiveness of our actions to assess and address actual or potential human rights or modern slavery risks and violations.

How we assess the effectiveness of our actions

Sonic Healthcare monitors and reviews the effectiveness of its actions to identify and address modern slavery risks across its operations and supply chains. This includes assessing participation, compliance, accessibility, oversight and the ongoing relevance of key policies, processes and training programs.

Supplier due diligence program

- Regularly reviewing the supplier due diligence questionnaire for content relevance
- Reviewing the participation rate of the supplier due diligence questionnaire
- Gathering feedback from employees and suppliers regarding Sonic's due diligence processes.

Employee training program

- Regularly reviewing the module contents for relevance and including industry-relevant recent cases where possible
- Monitoring compliance rates for mandatory employees.

Provision of sound governance and oversight

- Continually adapting our governance structures and controls to ensure optimal function and impact
- Ensuring that relevant policies, charters and codes are regularly reviewed and conform to the relevant legislation and best-practice guidelines.

Policy framework

Ensuring relevant policies, including the Labour Standards and Human Rights Policy and Supplier Policy are current and accessible.

Monitoring for new and emerging risks

Ensuring that sanctions monitoring is performed across multiple risk areas at an appropriate frequency.

Grievance mechanisms and remediation

Testing that the grievance mechanisms in place are readily accessible by employees and other stakeholders.

FY2026 strategic initiatives

Below is a snapshot of the progress delivered against our FY2026 strategic initiatives.



1

Progress our supplier management processes

We have progressed our supplier management processes and systems, including the recent deployment of our global contract management system.

2

Continue to verify compliance of suppliers' obligations to Sonic's key policies and modern slavery legislation more generally

Approximately 40% of our Tier 1 suppliers (by global spend value) have undertaken due diligence by completing Sonic Healthcare's Human Rights/Modern Slavery Supplier questionnaire or providing their own Modern Slavery Statement. We will continue to use this questionnaire as the cornerstone of our supplier due diligence program.

3

Continue to perform additional due diligence on suppliers from higher-risk industries and geographies

We continue to undertake additional due diligence on procurement categories with a higher inherent risk of modern slavery, including cleaning, linen and laundry service suppliers, and disposable glove manufacturers in all countries of operation.

4

Expand our program of site inspections for selected Tier 1 and Tier 2 suppliers

In FY2026, we continued our supplier site assessment program and inspected multiple laundry service suppliersin Australia, the United Kingdom and the USA, along with medical consumable and equipment suppliers in Australia, Germany, France, Japan and the USA.

5

Continue to build awareness and capability among our smaller suppliers who may lack formal policies and procedures for the management of modern slavery risks

See Case Study, page 21.

6

Expand the rollout of the modern slavery training module to additional employees.

More than 11,000 employees have undertaken Sonic's online training module. Completion rates exceed 95% in management, procurement, finance, recruitment and human resources employee groups.

> No cases of modern slavery were identified through our due diligence during the reporting period. However, we recognise this does not guarantee its absence and remain committed to the ongoing monitoring and continuous improvement of our systems, processes and knowledge.

Although no actual cases of modern slavery were identified during the reporting year, we found gaps at several suppliers in grievance processes, policies, supply chain due diligence and employee training and awareness programs. We provided formal feedback to several suppliers on these gaps and areas for improvement and continue to monitor their progress in implementing improvements.

In addition, Sonic Healthcare regularly reviews and improves our risk management framework to help us identify and remediate actual or potential human rights or modern slavery risks and violations. This includes:

- regularly reviewing and updating our online human rights and modern slavery training module to ensure it is relevant and accessible. This helps build our employee knowledge base and improves the ability to detect risks
- benchmarking our actions against best practice to find areas for improvement
- incorporating feedback from external stakeholders, such as investor groups and rating agencies, to enhance our approach
- monitoring our progress against our stated actions
- using our online Human Rights/Modern Slavery due diligence supplier questionnaire to gather information from suppliers about their operations and supply chains, and working with suppliers to ensure the questionnaire remains effective
- monitoring suppliers to ensure they follow through on their commitments to Sonic Healthcare and other stakeholders
- regularly reviewing and updating our policies to reflect new and updated modern slavery legislation.





Future initiatives

Aligned with the ongoing evolution of our modern slavery risk management framework, future initiatives will focus on the following key areas.

Our future initiatives

- Continue to strengthen our processes for onboarding and assessing new suppliers.
- Expand supplier site assessments for high-risk supply chain categories.
- Continue raising suppliers' awareness of modern slavery, particularly among small and mid-sized suppliers, to strengthen their ability to manage these risks.
- Continue to seek stakeholder feedback and use published data to benchmark our approach against best practice. This includes data from NGOs, research organisations and bodies representing worker voices.
- Periodically update our corporate policies and Code of Conduct and Ethics to remain aligned to our modern slavery risk framework, as well as relevant legislation and stakeholder expectations.

Appendix

Addressing the Australian Modern Slavery Act and UK Modern Slavery Act reporting criteria

The table below shows where this Statement addresses the reporting criteria under the Australian Modern Slavery Act and the UK Modern Slavery Act.

Modern Slavery Act mandatory reporting criterion - Australia	Modern Slavery Act mandatory reporting criterion - UK	Reference in this Statement
▪ Identify the reporting entity.	▪ Not required.	Page 4
▪ Describe the reporting entity's structure, operations and supply chain.	▪ Organisation's structure, its business and its supply chains.	Section 2, pages 10–15
▪ Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities it owns or controls.	▪ Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Section 3, pages 16–19
▪ Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls, to assess and address risks, including due diligence and remediation processes.	▪ The steps the organisation has taken during the financial year to ensure that slavery and human trafficking are not taking place in any of its supply chains, and in any part of its own business. ▪ Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff. ▪ Organisation's effectiveness in ensuring that slavery and human trafficking are not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate. ▪ The training about slavery and human trafficking available to its staff.	Section 4, pages 20–26
▪ Describe how the reporting entity assesses the effectiveness of such actions.	▪ Not required.	Section 5, pages 27–29
▪ Describe the process of consultation with any entities the reporting entity owns or controls and, for a reporting entity covered by a joint statement, the entity giving the statement.	▪ Not required.	Page 4
▪ Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	▪ Not required.	Section 6, page 30

SONIC HEALTHCARE LIMITED