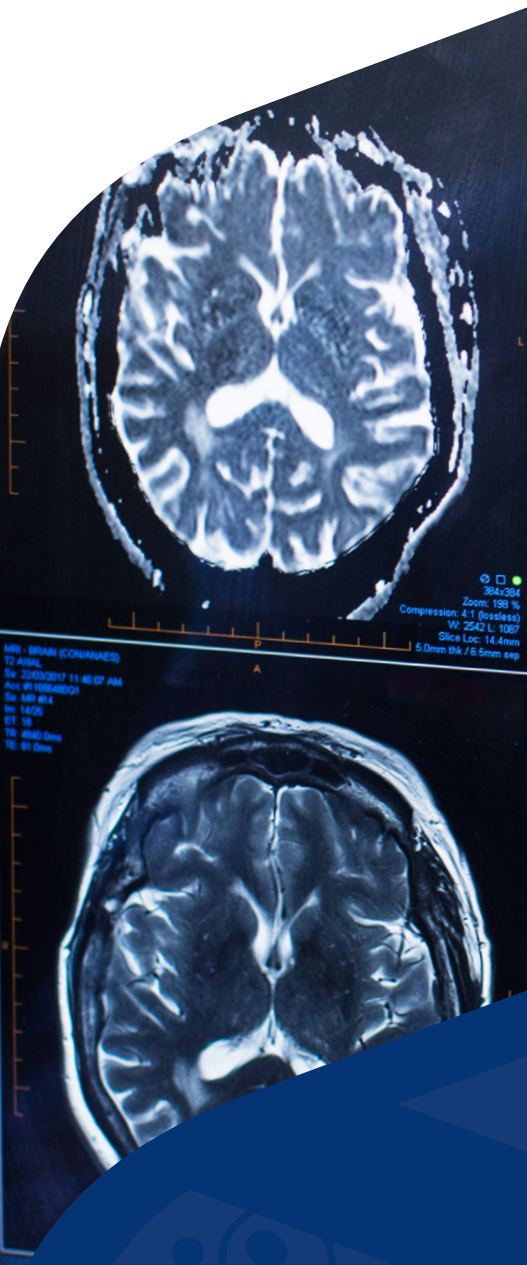


February 2026

Health, Safety and Wellbeing Policy



Health, Safety and Wellbeing Policy

Sonic Healthcare is committed to protecting the health, safety and wellbeing of our employees, labour-hire employees, contractors, visitors and the people for whom we provide services. We recognise that health and safety, including psychosocial health, is essential to the integrity of our operations, the quality of our diagnostic services, and the wellbeing of our people. We are committed to providing and maintaining safe and healthy workplaces, preventing work-related injury and ill health, and fostering a positive safety culture built on our Core Values and ethical responsibilities as a federation of diagnostic medical practices.

We also recognise the importance of work-life balance and psychosocial wellness as integral components of a healthy workplace. Our SonicSAFE Program supports our objective of achieving a zero-harm workplace, preventing physical and psychosocial injuries and illnesses, and promoting the benefits of good health across all workplaces and diagnostic facilities.

Our commitments

- Proactively identify hazards and reduce safety risks, as far as reasonably practicable, by implementing proactive and systematic risk management processes for both physical and psychosocial risks.
- Comply with all applicable health and safety legislation, regulations, standards and other requirements relevant to our operations.
- Provide and maintain safe and healthy working conditions, including safe physical and psychosocial environments, equipment and systems of work, as far as reasonably practicable.
- Integrate safety considerations into business planning, decision-making and operational processes, ensuring safety is a core organisational value.
- Minimise disruption and hardship arising from work-related injuries or illnesses through timely, effective injury management, rehabilitation and return-to-work programs.
- Define responsibilities for managers, supervisors, employees, labour-hire employees, contractors and visitors, and hold them accountable for fulfilling their obligations to maintain safe workplaces and work practices.
- Provide clear and relevant information, instruction and supervision to enable all individuals to work safely and minimise the risk of injury or ill health.
- Provide regular, adequate and competency-based safety training for employees to ensure safe work practices and understanding of responsibilities.
- Consult with workers and their representatives, and encourage their participation in identifying hazards, making decisions that impact their health and safety, and achieving corporate objectives
- Investigate incidents, injuries and near misses, and implement corrective and preventive actions to avoid recurrence and strengthen our safety management system.
- Set, monitor and review measurable safety objectives and targets, driving continuous improvement in safety performance.
- Provide the necessary resources to ensure effective implementation and continual improvement of this Policy statement and the safety management system.
- Regularly review this Policy to ensure it remains relevant, effective and aligned with our strategic objectives requirements.