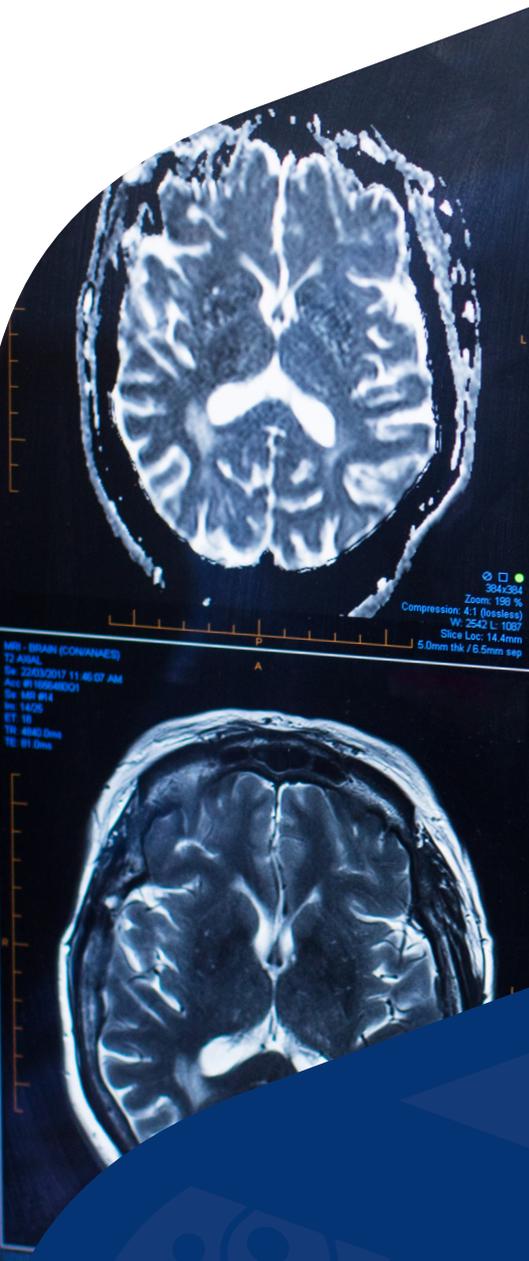


February 2024

Health, Safety and Wellbeing Policy



Health, Safety and Wellbeing Policy

Sonic Healthcare cares about the health, safety and wellbeing of our employees, contractors, visitors and the people for whom we provide services. We are committed to maintaining a safe working environment coupled with a positive health and safety culture. We strive to facilitate a work-life balance and provide employees with opportunities to develop professionally, in line with our Core Values and in keeping with our ethical responsibilities as a federation of diagnostic medical practices.

Our SonicSAFE Improvement Program aims to achieve a zero-harm workplace that prevents both physical and psychosocial injuries and illnesses. It also promotes the benefits of good health in all workplaces and diagnostic facilities.

Sonic Healthcare will:

- Adopt strategies of minimising personal health and safety risks
- Comply with all appropriate legislation and regulations with respect to health and safety
- Provide and maintain safe physical and psychosocial environments, equipment and systems of work, to the full extent practicable
- Minimise disruption and personal hardship related to occupational injury and illness through effective injury management and rehabilitation programs
- Ensure that all managers, supervisors, employees, labour-hire employees, contractors and visitors are aware of their responsibilities in relation to safety and hold them accountable for the provision and/or maintenance of safe and healthy workplaces and work practices
- Provide relevant information, instruction and supervision to enable all people to work in a manner that minimises risk of injury or ill health
- Provide regular, adequate and effective training for all employees to ensure they carry out their work safely
- Consult with employees to realise corporate WHS objectives and involve them in decisions impacting on their health and safety
- Investigate and implement corrective actions as appropriate, following injuries, incidents and near miss occurrences
- Establish measurable objectives and targets for safety across all areas of the business, with a focus on continuous improvement
- Provide the necessary resources to enable the effective implementation of this Policy
- Routinely review the Sonic Healthcare WHS Policy to ensure it remains appropriate.