



Supplier Code of Conduct

September 2025

Healius Limited ACN 064 530 516

Our Commitments and Principles

WE CARE represents the Healius Group's values, with the aspiration of creating a culture of care and empathy for our people that mirrors the care and empathy patients expect from them. We expect everyone at Healius to embrace and embody these values in their working lives.



Work it together

We believe when we bring out the best in each other, there's no limit to what we can do.



Empathy for Everyone

We believe we build better relationships when we take the time to understand and care about each other.



Committed to Excellence

We believe we should always go above and beyond for patients, customers, and each other.



Act with Integrity

We believe in trusting each other and always supporting those who are fair and honest.



Recognise our People

We believe the hard work we put in every single day deserves to be acknowledged and celebrated.



Embrace Innovation

We believe everything we do can benefit from a different perspective. Great ideas can come from anyone.

This Supplier Code of Conduct (**the Code**) sets out the principles which Healius expects its suppliers to instil. It is made available with the goal of strengthening our mutual understanding of how these principles should be practised in day-to-day business.

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The Supplier Code of Conduct

This Code applies to any supplier of Healius Limited and its related bodies corporate (**together, “the Healius Group”**). The Healius Group partners with suppliers that share our dedication to ethical standards and best practices. We expect suppliers to work collaboratively with us to identify best practices and adopt a continuous improvement approach.

The Code does not supersede or alter a supplier’s existing regulatory or contractual obligations. Suppliers should review their contracts, agreements, and purchase orders with the Healius Group as they may contain additional obligations or higher standards than those set out in this Code.

Business Ethics

We are committed to a culture of corporate compliance and ethical behaviour.

The Healius Group expects all suppliers of goods and services to apply the principles and requirements outlined in this Code and to actively monitor compliance. Suppliers should also make reasonable efforts to extend these standards throughout their supply chains.

Healius expects suppliers to:

- Comply with all relevant laws and regulations, including those related to human rights, wages and employment entitlements, environmental protection, workplace health and safety, competition laws and anti-bribery.
- Act with honesty and integrity by providing clear, accurate, and reliable information about operations and supply chains.
- Carry out duties ethically and responsibly, free from improper influence, to protect the integrity of the business. This includes refraining from offering payments, gifts, or entertainment beyond what is considered normal business practice.
- Promptly notify Healius of any breaches or conflicts of interest.
- Demonstrate compliance with these principles during tender processes, risk assessments, onboarding, and throughout the term of their engagement.
- Respond promptly and cooperatively to Healius' requests for information, including questionnaires, interviews, site visits, audits, and corrective action plans.
- Promptly inform the appropriate contract manager of any activities that could negatively impact Healius' reputation or report the matter through Healius' Whistleblower Policy (see Reporting Concerns below).
- Treat the resolution of any non-compliance with this Code as a matter of priority.

Human Rights and Labour

We recognise the importance of establishing and maintaining an ethical culture and protecting the internationally recognised labour and human rights of our suppliers.

The Healius Group is opposed to all forms of modern slavery, including trafficking in persons, slavery, servitude, forced marriage, forced labour, child labour, debt bondage, and deceptive recruiting for labour or services. We expect suppliers to respect human rights and ensure that they do not engage in or are complicit with human rights abuses, including modern slavery. Healius may terminate a supplier relationship as a result.

Healius expects suppliers to:

- Adhere to all relevant local and international laws governing labour and human rights. This includes respecting and supporting internationally recognised human rights as outlined in the UN Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
- Commit to a workplace free from any form of bullying, harassment, victimisation, abuse, or inhumane treatment. This includes ensuring fair pay and working conditions for all employees, including meeting or exceeding minimum wage requirements.
- Actively work to prevent and eliminate all forms of modern slavery within their operations and supply chain. This means suppliers cannot use, benefit from, or contribute to any form of forced or involuntary labour.
- Assist with any reasonable requests by Healius for assistance or information as required to enable our own compliance under human rights and modern slavery laws.
- Promptly notify Healius of any actual or suspected breaches.

Diversity, Equity and Inclusion

We recognise that a diverse and inclusive workplace in which all individuals, with a broad range of backgrounds, skills, experience, and perspectives contribute to our success.

The Healius Group employs a diverse workforce, including individuals from various genders, cultural and linguistic backgrounds, and abilities.

Healius expects suppliers to:

- Ensure fair and transparent recruitment processes. All hiring decisions for employees and contractors must be based on an individual's skills, experience, and merit, without discrimination based on gender identity, age, ethnicity, background, beliefs, sexual orientation, disability, or other personal characteristics.
- Foster a diverse and inclusive workforce. This means creating an environment that respects and recognises the unique knowledge, skills, traditions, and cultures of all people.
- Treat all employees with fairness and respect. This includes ensuring the workplace is free from all forms of discrimination, harassment, and bias.

Work Health and Safety

Our goal is to provide a safe and efficient workplace without injury to staff, contractors, and the public. We expect our suppliers to take accountability and responsibility for managing health and safety risks.

The Healius Group recognises that excellence in health, safety, and wellbeing performance is critical to our success and aligns with our organisational values, ethical obligations, and legal responsibilities. We are proactive in managing risk, fostering a culture of care, and embedding safety as a shared responsibility at every level of the organisation.

Healius expects suppliers to:

- Comply with all relevant health and safety legislation and regulatory requirements.
- Provide safe and healthy working facilities and appropriate precautionary measures to protect employees from work-related hazards and anticipated dangers in the workplace.
- Implement systems to prevent occupational injuries and illnesses, including establishing standards for fire safety, emergency preparedness, and industrial hygiene.
- Maintain procedures for reporting and investigating all workplace injuries and illnesses.
- Cooperate and consult with Healius regarding safety issues including where required by law.

Environment

We are committed to managing operations in an environmentally sustainable manner to maximise resource efficiency in the consumption of energy, natural resources, and waste.

The Healius Group aims to reduce greenhouse gas emissions, minimise waste and pollution, and continuously enhance our environmental performance through a range of sustainability initiatives, including transitioning to renewable energy sources. We expect our suppliers to adopt these principles and continuously work on improving their environmental and sustainability practices.

Healius expects suppliers to:

- Ensure full compliance with all applicable environmental laws and regulations.
- Safely dispose of hazardous materials in line with legal requirements.
- Manage and mitigate environmental risks, including pollution (air, water, soil) and waste.
- Assess, reduce, and manage all waste and pollution generated during business operations.
- Conserve water, promote water quality, and manage marine resources sustainably.
- Assess and reduce the impact of products on climate change through lifecycle assessments.
- Protect biodiversity and local ecosystems by avoiding, minimising, or managing any negative impacts on natural resources and communities.

Information Security

We are committed to protecting data privacy and information security across all operations.

The Healius Group expects sensitive information to be handled responsibly, in full compliance with relevant regulations and industry standards.

Healius expects suppliers to:

- Affirm that all cyber security, data protection, and personal data management practices align with industry best practices and all relevant data privacy laws.
- Maintain a comprehensive risk assessment for cyber security, data protection, and personal data.
- Implement a proportional cyber security program to routinely identify and address system weaknesses.
- Demonstrate an ongoing commitment to effectively managing cyber security and data protection risks.

Raising Concerns

Healius expects suppliers to raise concerns directly with their Healius relationship owner / contract manager. However, it is recognised that raising concerns directly may not be possible or appropriate and accordingly, Healius expects suppliers to maintain an internal grievance mechanism and a whistleblower policy. These policies must be clearly understood by supplier staff, comply with all legal requirements and make provision for protection against retaliation.

In instances where a supplier does not feel able to contact Healius directly, they may, on reasonable grounds, raise concerns of misconduct or an improper state of affairs **in relation to Healius** via the Healius' whistleblower service:

Phone: 1800 957 525

Email: disclosure@healius.com.au

Mail: PO Box 730
Milsons Point
NSW 1565

Weblink: ispeakup.co/healius

For further information about our policy or process, please refer to the **Healius Whistleblower Policy** which is available on our website.

Code Review

The Code will be reviewed by the Healius Board every two years unless required earlier.



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