

Healius Limited

Diversity, Equity, Inclusion & Belonging (DEIB) Policy

1. Purpose

Healius Limited (**Healius**), and its related bodies corporate (together, the Healius Group or Healius Pathology Network), is committed to creating and maintaining a diverse and inclusive workforce that values and embraces diversity and inclusion at all levels of the organisation regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, neurodiversity, cultural background and socio-economic background.

The purpose of this policy is to articulate a framework for creating a workplace where our employees, patients and our referrers are treated with dignity, respect and fairness, and where differences are valued.

We recognise that diversity, equity and inclusion improve our ability to attract, develop and retain talent and supports long-term shareholder value, risk management, regulatory compliance, and sustainable performance.

2. Scope

This Policy applies to the Healius Board of Directors, Executive Leadership Team and all employees (permanent, temporary, casual), contractors and consultants of Healius.

This policy should be read in conjunction with the Values in Action (VIA) Code of Conduct, which sets the minimum standards of behaviour expected of all staff. All DEIB expectations must be demonstrated in line with VIA principles, Healius Ways of Leading, applicable legislation, relevant industrial instruments and other relevant Healius policies.

Healius reserves the right to review, amend, or withdraw this policy at any time. Any amendment is subject to contractual and legislative entitlements but does not form part of the contract of employment.

3. Principles

Healius is committed to appropriately:

1. Promoting diversity at all levels of the organisation;
2. Ensuring equitable employment practices and outcomes;
3. Creating safe, inclusive and respectful workplaces;
4. Upholding a zero-tolerance stance on discrimination, harassment, bullying, sexual harassment and victimisation; and
5. Embedding accountability for DEIB outcomes into governance and leadership frameworks.

Healius does not tolerate discrimination, harassment, sexual harassment and harassment on the grounds of sex, bullying, hostile working environments or victimisation.

4. Legal & Regulatory Compliance

Healius is committed to compliance with applicable Commonwealth and State legislation, including but not limited to the:

- Sex Discrimination Act 1984
- Fair Work Act 2009
- Workplace Gender Equality Act 2012
- Corporations Act 2001
- Federal, state and territory anti-discrimination legislation
- Work Health and Safety (WHS) legislation

The Company acknowledges its positive duty to take reasonable and proportionate measures to eliminate sex discrimination, sexual harassment, harassment on the grounds of sex and hostile work environments.

The Company also meets its reporting obligations to the Workplace Gender Equality Agency (WGEA).

All employees and others as required must meet their responsibilities under the VIA Code of Conduct by completing required training, understanding relevant laws, and adhering to all DEIB-related policies and procedures.

5. Gender Equality

Healius is committed to setting and meeting objectives to monitor Gender Equality progress, including:

- Measureable gender balance targets for Board (40% female, 40% male, 20% any gender) and Executive roles by 2030.
- Set and disclose other measurable gender diversity objectives annually, including:
 - gender composition of our workforce
 - gender composition of our Board
 - equal remuneration between women and men
 - availability and use of flexible working arrangements supporting employees with family or caring responsibilities
 - consultation with employees on gender equality
 - sexual harassment, harassment on the ground of sex or discrimination
- Monitor gender pay gap data and implement corrective actions where required.
- Review diversity metrics at least annually.

Progress will be reviewed regularly by the Board, Executive Leadership Team and the People & Culture Team.

6. Fair & Inclusive Employment Practices

Recruitment and selection practices are inclusive and attract and consider a diverse range of candidates and measures in place to protect against conscious or unconscious biases that might discriminate against certain candidates.

Healius is committed to maintaining fair and inclusive employment practices by ensuring that recruitment and promotion decisions are based on merit and supported by bias-aware hiring and selection processes. We uphold the principle of equal remuneration for work of equal or comparable value and provide flexible work arrangements where operational requirements allow. Healius also supports employees through the appropriate provision of reasonable workplace adjustments to enable full participation and equitable access to opportunities.

7. Safe, Respectful & Inclusive Workplace

Healius maintains clear reporting mechanisms for workplace complaints and grievances and will take all reasonable steps to protect individuals from victimisation or retaliation. The organisation is committed to investigating complaints promptly, fairly and confidentially to ensure a safe and respectful workplace.

Healius will also provide regular mandatory training on respectful workplace behaviour to support understanding, compliance and a culture grounded in dignity and inclusion.

Concerns relating to discrimination, harassment, exclusion or disrespectful behaviour can be raised through any of the channels outlined in the VIA Code of Conduct, including your manager, People & Culture, the Workplace Complaints & Grievances processes, or via the Whistleblower mechanisms available under the Whistleblower Policy.

8. Governance & Accountability

The People, Governance & Risk Committee (**PGRC**) of the Board receives regular reporting on workforce composition, pay equity, grievances and other relevant metrics.

The PGRC is responsible for:

- Approving this Policy and monitoring its effectiveness;
- Approving the setting measurable objectives for achieving gender diversity in the workforce in consultation with the CEO;
- Monitoring of the other indicia of diversity such as race, cultural background and the measures to foster and enhance such diversity;
- Monitoring the Company's culture and making recommendations to the Board to address deficiencies.

The Executive Leadership Team is responsible for:

- Implementing this Policy; and
- Embedding DEIB into recruitment, performance, remuneration and succession planning.

Managers are responsible for:

- Role-modeling Healius' Ways of Leading;
- Promoting inclusive, respectful working environments;
- Acting on inappropriate behaviour promptly; and
- Ensuring staff complete mandatory DEIB training.

Team members are responsible for:

- Acting with honesty, integrity and respect;
- Speaking up and raising genuine concerns;
- Follow all relevant policies and laws; and
- Contributing to a safe and inclusive workplace.

9. Reporting & Disclosure

Healius will disclose this Policy on its website, report annually against its diversity objectives in the Corporate Governance Statement, and report gender equality data as required by law.

10. Supporting Policies & Resources

- Values in Action – Code of Conduct
- Workplace Complaints, Grievances Policy
- Whistleblower Policy
- Work Health, Safety and Wellbeing Policy
- Workplace Bullying, Harrassment, Sexual Harassment and Discrimination Policy
- Talent Acquisition Policy

11. Governance and Policy Ownership

This Diversity, Equity, Inclusion and Belonging Policy is owned by the Group Executive - People & Culture and will be reviewed every two years by the People, Governance & Risk Committee or as required in the event of legislative amendemnts.

The CEO & Managing Director is authorised to make non-material changes if required in the interim period including to ensure ongoing legal compliance.

12. Policy version history

Version	Date	Comment	Published
1.0	1 March 2022	Original	Externally and Internally
1.1	17 March 2026	Currency Update	Externally and Internally