

# Sigma Diversity Policy

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## Purpose

Sigma Healthcare respects and values the benefits of a diverse and inclusive workforce that reflects the communities in which we operate and embraces diversity of thought. We recognise the importance of ensuring a diverse workforce for talent attraction and retention and in driving sustainable performance. We have committed to responsible corporate governance and have implemented this Diversity Policy as part of our corporate governance framework, in accordance with the ASX Corporate Governance Principles and Recommendations. Sigma has and will develop strategies, initiatives and programs to promote diversity including meeting its obligations with respect to the issue of gender diversity as required under the ASX Principles. Measurable objectives for the achievement of gender diversity will be reported in Sigma's Annual Report each year.

## Policy Statement

Sigma believes that in order to be a high performing, agile and innovative organisation we must leverage the full potential of our people. We endeavour to nurture a culture that embraces individual difference in all its forms and values the many benefits that transpire from all aspects of diversity, which includes experience, gender, age, caring responsibilities, cultural identity, disability, ethnicity, religious beliefs, education, family and relationship status, gender identity and sexual orientation.

We continue to develop a workforce at all levels, including senior management and the Board, which reflects the diversity of our customers and the communities in which we operate.

## Diversity Principles at Sigma

Sigma's commitment to recognising the importance of diversity extends to all areas of our business. The following principles underpin our approach to diversity to ensure we deliver value to our customers and shareholders:

- We promote equal employment opportunities based on ability, performance and potential
- We make decisions about recruitment, development, promotion and remuneration based on performance and capabilities
- We build and maintain a safe working environment by taking action against inappropriate workplace behaviour (including discrimination, harassment, bullying, victimisation and vilification)
- We acknowledge the need to develop flexible work practices, where possible within the context of business requirements, in order to meet the differing needs of our team members
- We enhance customer service and external stakeholder relationships by developing a workforce that respects and reflects the diversity of those we interact with
- We measure employee engagement and organisational culture and address the feedback we receive and monitor the impact of these actions
- We ensure appropriate policies and procedures exist within the organisation that support our diversity principles and meet legislative requirements

## Supporting Policies

Sigma has a series of policies that support the principles of its Diversity Policy, including;

Code of Conduct Policy  
Good Working Relationships Policy  
Recruitment and Selection Policy  
Parental leave, Carers leave, Purchased and Personal Leave Policies  
Flexible Working Arrangements Policy  
Learning & Development Policy

## Measurable Objectives and Reporting

The current Diversity targets in place for Sigma are focussed on achieving gender balance. These targets are monitored by the Board People and Remuneration Committee. They are also reported in the company's Annual Report:

- Aim to achieve gender balance on the Board
- Aim to achieve gender balance across Executive and Senior Management positions
- Target equal gender participation in key Talent Management programs
- Monitor and address issues of gender pay equity

## Policy Review

The Board People and Remuneration Committee conduct a periodic review of this policy, including an assessment of the effectiveness of the policy and monitor Sigma's progress in achieving the measurable objectives. The Committee will discuss any required changes with the Board and ensure the Board approves any revisions to the Policy.

## Relevant External Information

ASX Corporate Governance Council Corporate Governance Principles and Recommendations, 3<sup>rd</sup> Edition,

## Disclaimer

This policy sets out Sigma's general approach to the matters it covers but is not intended to bind Sigma. Accordingly, this policy acknowledges that Sigma may, at its absolute discretion, amend, vary or terminate the policy at any time and in any individual case, may depart from the policy wholly or in part.