

Diversity and Inclusion Policy

Version: 1.3
Effective Date: 9th February
2024

1. Purpose

Sigma Healthcare respects and values the benefits of a diverse workforce and inclusive workplace 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 and Inclusion 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 and inclusion 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 Corporate Governance Statement each year.

2. Policy

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 and Inclusion 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 and consult our employees on organisational culture, employee engagement and issues concerning gender equality in the workplace, 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 and inclusion principles and meet legislative requirements.

Supporting Policies

Sigma has a series of policies that support the principles of its Diversity and Inclusion 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
 Family and Domestic Violence Policy
 Working From Home Policy

Measurable Objectives and Reporting

The current Diversity targets in place for Sigma are focussed on achieving a diverse workforce. These targets are monitored by the Board Nomination and Remuneration Committee. They are also reported in the company’s Annual Corporate Governance Statement.

- 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 Nomination 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, 4th Edition.

3. Disclaimer

This Policy sets out Sigma Healthcare’s general approach to the matters it covers but is not intended to bind Sigma Healthcare. Accordingly, this Policy acknowledges that the Sigma Healthcare 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.

4. Document control and related documents

Name of document	Diversity and Inclusion Policy	
Document Author	Chief People Officer	
Document Approver	Sigma Healthcare Board	
Document Reviewers	Nomination and Remuneration Committee	
Review Period	Yearly	
Related documents	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 Family and Domestic Violence Policy Working From Home Policy	

Change record	Version	1.3	
	Publish date	February 2024	

Policy Version Register

Version	Modified by	Description of changes	Authorised by	Effective date
1.3	Chief People Officer	General update to Policy including change of title of Committee, references to relevant policies and Corporate Governance Statement, and inclusion of WGEA Gender Equality Indicator 5.	Sigma Healthcare Board	9 February 2024