Medimart DIVERSITY AND INCLUSION POLICY

MEDIMART ("we", "us", "our") is committed to supporting and ensuring an inclusive work environment in which everyone is treated fairly, and with respect and dignity.

The purpose of this Policy is to support and facilitate an inclusive environment that embraces all that makes us different and recognises the benefits that these differences make.

These differences can include gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, nationality, religious beliefs, cultural background, socio- economic backgrounds, perspectives, experiences, and other areas of potential difference.

Our diversity and inclusion philosophy aims to:

- attract, retain and engage employees from the widest possible pool of talent;
- foster a culture that reflects our values;
- ensure an inclusive and safe environment that supports wellbeing, and inspires innovation, creativity and critical thinking;
- create a dynamic environment that leads to higher performance and greater employee engagement and satisfaction; and
- actively leverage the diversity of our workforce to anticipate the needs of our clients, our employees and the community.

This Policy covers all of our employees, contractors and consultants.

What is diversity and inclusion?

We are committed to a culture that embraces and fosters diversity and inclusion.

Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. We ensure that individuals are provided with equal opportunity, while also creating opportunities for those groups that may be disadvantaged.

Inclusion means that employees operate in an environment where difference is respected and actively leveraged to challenge how our business better evolves to meet the needs of our clients.

We have a strong commitment to diversity and inclusion and the fundamental principle that all employees should be able to equally participate in our workforce, management and senior executive.

Our leaders are committed to providing opportunities that allow all employees to reach their full potential.

Support and Promotion of Diversity and Inclusion

We support and promote diversity and inclusion with a number of additional policies. Please contact should you wish for further information.

Reporting

MEDIMART entities with 100 or more employees are covered under the *Workplace Gender Equality Act* 2012 (Cth) ("the Act"). and required to report to that Agency.

Distribution of this Policy

This Policy is available to the public, current Employees of MEDIMART, clients and suppliers on our website or upon request.

Amendment to this Diversity and Inclusion Policy

This Policy may be amended at any time and from time to time with the approval of the directors of MEDIMART.

Adoption of Policy

This Policy was adopted by MEDIMART on the **1 July 2023** and takes effect from that date.

Definitions

In this Diversity and inclusion Policy:

"Act" means the *Workplace Gender Equality Act* 2012 (Cth).

"MEDIMART" means each legal entity described in the **Legal Notices**.