

DIVERSITY, EQUITY AND INCLUSION POLICY

27 February 2023 | Version 1.1

1. Diversity, Equity and Inclusion at Pro Medicus

1.1 Our commitment

This policy sets out the Company's commitment to diversity, equity and inclusion (DEI) in the workplace and provides a framework to achieve the Company's diversity goals.

The Company is committed to creating and ensuring a work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The board of directors of the Company and management believe that Pro Medicus' commitment to this policy embeds the importance and value of diversity within the culture of the Company and contributes to the achievement of corporate objectives.

Diversity can broaden the pool for recruitment of high-quality employees, enhance employee retention, improve the Company's corporate image and reputation, and foster a closer connection with and better understanding of customers. It is important that Pro Medicus can attract, retain and motivate employees from the widest possible pool of talent.

We acknowledge that our employees and customers share a diverse range of backgrounds, beliefs and practices and we support tolerance of difference in the workplace.

We aim to provide opportunities that allow individuals to reach their full potential.

We also aim to develop and promote a workforce based on inclusion where individuals are respected, supported and feel a sense of belonging.

1.2 Who this policy applies to

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of the Company. It is essential that you are familiar with this policy, which is available on the Company's website.

1.3 Implementation

The Board has delegated to the People and Culture Committee the role of overseeing the implementation of this policy and assessing progress in achieving its objectives. Refer to paragraph 3.2 for further information.

2. What Diversity, Equity and Inclusion means to us

2.1 Diversity

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds and experiences, and differences in approach and viewpoints. When it comes to DEI, diversity refers not to individuals (i.e.,

a diverse person) but to the composition of teams and organisations (i.e., a diverse company). It includes factors such as culture, race, religion, gender (including transgender), sexual orientation, age, disability and other areas of potential difference.

2.2 Equity

Equity is the process of recognizing that advantages and barriers exist that create unequal starting places and addressing and mitigating that imbalance. Pro Medicus acknowledges that everyone has different needs, experiences and opportunities, and strives to give people what they need as individuals.

2.3 Inclusion

Inclusion is the act of making a person part of a group or collective where each member feels valued and is afforded the same rights and opportunities. Pro Medicus is committed to inclusion at all levels of the organisation regardless of the diverse background or experience of its employees.

2.4 Gender diversity

The Company has a commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow all staff to reach their full potential, regardless of gender.

The Board may consider the establishment of measurable objectives to achieve gender diversity for the board, senior executives and the organisation as a whole, and if they are established, will disclose the Company's progress towards achieving those objectives in the Corporate Governance Statement.

2.5 Board and senior executive diversity

At Pro Medicus, diversity of gender and background are two important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important.

The Board will determine and monitor our succession plans and appointment processes with the aim of achieving our diversity objectives, including the number of women in senior executive positions and on the Board.

The Board will also oversee the design and implementation of programs to assist in the development of a broader and more diverse pool of skilled and experienced employees, which is intended, over time, to prepare them for senior management positions.

2.6 Work and life balance

Pro Medicus believes in assisting employees to maintain a healthy and holistic balance between work, family and other commitments, activities and interests.

2.7 Ability not disability

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

2.8 Behaviour

In line with the Company's statement of values and code of conduct, in order to have an inclusive workplace, discrimination, harassment, bullying, vilification, and victimisation cannot and will not be tolerated.

3. How we promote Diversity, Equity and Inclusion

3.1 Steps we are taking and measurable objectives

Pro Medicus is committed to a workplace that embraces and promotes DEI as part of our corporate culture.

Initiatives and areas of focus include but are not limited to:

- (a) compiling information on our diversity demographics;
- (b) asking employees for their feedback on DEI in our annual employee engagement survey;
- (c) having policies and procedures that promote DEI within the workplace and engender respect for others, of which our employees are aware;
- (d) ensuring that our recruitment processes supportive of our overall diversity goals and our commitment to merit-based selection, including educating recruiting managers on conscious and unconscious bias; and
- (e) increasing the percentage of women on our Board and in senior management roles.

3.2 The People and Culture Committee's role

The People and Culture Committee will:

- (a) promote DEI as an important strategic and cultural factor to achieve business objectives across the organisation;
- (b) identify ways to promote a culture supportive of DEI, including developing and promoting policies and programs;
- (c) report to the Board on DEI issues generally within Pro Medicus and make appropriate recommendations;
- (d) ensure recruitment and selection processes across all levels of Pro Medicus are structured so that a diverse range of candidates are considered, and actively review the Company's recruiting practices, policies and procedures on a regular basis to reduce bias, both conscious and unconscious;

- (e) consider the establishment of measurable objectives for achieving gender diversity in the composition of the board, senior executives and workplace generally, identify ways in which achievement is to be measured, and report to the Board on the progress in achieving these objectives; and
- (f) review and monitor the effectiveness of this policy, including in relation to Board diversity.

3.3 The Board's role

The Board will:

- (a) review and approve measurable objectives for achieving gender diversity, in the composition of the Board, senior executives and workforce generally;
- (b) annually assess these objectives and the progress in achieving them; and
- (c) review and monitor the effectiveness of this policy, including in relation to Board diversity.

4. Review and Publication of the Policy and our Progress

The People and Culture Committee will review this policy on a bi-annual basis to ensure it remains appropriate for the Company, and report to the Board any changes it considers should be made. This policy may be amended by resolution of the Board.

This policy will be made available to all directors and employees and will be available on the Company's website.

We will provide information in the Company's Corporate Governance Statement regarding:

- (a) key features of this policy;
- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them if measurable objectives have been established; and
- (c) either:
 - (i) the proportion of men and women on the Board, in senior executive positions and across the whole workforce (including how the Company has defined 'senior executive' for these purposes in our organisation, in our senior executive and on our Board; or
 - (ii) the Company's most recent "Gender Equality Indicators" as defined in and published under the *Workplace Gender Equality Act*.