

## Diversity and Inclusion Policy

<b>Approved by</b>	Board of Healthia Limited
<b>Approval date</b>	May 2023
<b>Next scheduled review</b>	May 2025
<b>Covered under policy</b>	<p><b>Entities:</b> Healthia Limited, My FootDr (Aust) Ltd, Allsports (Aust) Ltd, Extend Rehab Pty Ltd, iOrthotics Pty Ltd, Access Ortho Pty Ltd, DBS Medical Pty Ltd, Natural Fit Footwear Pty Ltd, The Optical Company Pty Ltd, BIM Physiotherapy Group Holding Limited, Motion Health Group Holding Limited (NZ) and any other entity that is a subsidiary of Healthia Limited (collectively referred to throughout this policy as Healthia)</p> <p><b>Who:</b> This policy applies to all Healthia staff and to people who work within Healthia including:</p> <ol style="list-style-type: none"> <li>1. Board of Directors of any Healthia entity and Board Sub-Committee Members</li> <li>2. Executive, managers, clinic class shareholders and employees (whether full time, part time, casual, permanent or temporary), and</li> <li>3. Volunteers, placement students, contractors and consultants</li> </ol>
<b>Related policies</b>	<ul style="list-style-type: none"> <li>• Board Governance Charter</li> <li>• Code of Conduct and Behaviour Policy</li> <li>• Freedom from Abuse and Neglect Policy</li> <li>• Whistleblower Policy</li> </ul>
<b>Related documents</b>	See various legislation listed below
<b>Policy Owner/s</b>	Divisional CEOs

### Purpose

To promote and support an inclusive environment that recognises, respect and values the individual differences of all people engaged with our services including patients, customers, and team members. Healthia will continue its objective to be a leader in and advocate for diversity and inclusion.

### Scope

Healthia's Diversity and Inclusion Policy applies to all Healthia staff and to people who work within Healthia including:

1. Board of Directors of any Healthia entity and Board Sub-Committee Members
2. Executives, managers, clinic class shareholders and employees (whether full time, part time, casual, permanent, or temporary), and
3. Volunteers, students, contractors, and consultants

Our philosophy outlined in our Diversity and Inclusion Policy applies across our businesses, is the responsibility of all those we employ and must be adhered to by all parties acting for, or on our behalf.

At every level, those we employ have accountability for ensuring the successful promotion of all aspects of diversity and inclusion and appropriate behaviour in the workplace, including to our patients and customers. Managers have a responsibility as leaders to make decisions based on- merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour to ensure a strong diverse culture which will significantly contribute to our commercial success.

Successful recruitment and selection is a fundamental part of the business and candidate diversity allows for different strengths and contributions to be brought to our businesses. It is critical that discriminatory practices and unconscious bias are avoided.

Our Diversity and Inclusion Policy also applied when considering how we deal with our patients and customers.

Our Diversity and Inclusion Policy also applied when considering new Directors for appointment to the Board.

## Policy

### 1. Principles

Healthia values a strong and diverse workforce and are committed to diversity and inclusion. Our Diversity and Inclusion Principles are designed to foster a culture that values and achieves diversity in our workforce and on our board of directors (**Board**). The main objectives of our Diversity and Inclusion Principles are to ensure that we:

- Promote the principles of merit and fairness when making decisions about recruitment, development, promotion, remuneration and flexible work arrangements;
- Recruit from a diverse pool of qualified candidates, making efforts to identify prospective employees who have diversity attributes and seeking to ensure diversity of those involved in selection processes when selecting and appointing new employees and Board members;
- Embed the importance of diversity within our culture by encouraging and fostering a commitment to diversity by people at all levels of our global businesses;
- Leverage our employees' unique skills, values, backgrounds and experiences, which will assist with understanding our customer needs across our global businesses; and
- Develop an inclusive work environment which supports each employee to show their full potential, regardless of their background, gender, age, work status, marital status, religious or cultural identity
- Promoting patient centred healthcare.

### 2. What does diversity mean to us?

Diversity refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age and any other ground for potential unlawful discrimination.

Diversity is about our commitment to treating individuals equally and with respect.

The Healthia Board sets measurable objectives for gender diversity and reviews progress against the objectives annually.

### 3. What does inclusion mean to us?

Inclusion refers to the adjustment of workplace practices and behaviours to respond to people in order to ensure that they feel included within workplace activities. It involves both the action of including people in opportunities and feeling a sense of belonging.

### 4. Provision of appropriate patient and customer care

Healthia is committed to providing excellence in care for all people by ensuring:

- All patients and/or customers have access to culturally appropriate and inclusive, compassionate healthcare and retail services.
- All staff are committed to fostering patient/customer-centred care through shared decision making and effective communication.
- Staff are committed to continually developing their understanding of culturally appropriate and inclusive care through annual training provided by Healthia and other opportunities that arise.

### 5. Cultivating an inclusive organisation

Healthia Limited is committed to cultivating an inclusive organisation as outlined in Healthia's Code of Conduct and Behaviour Policy.

### 6. Grievances

Discrimination, harassment, vilification and victimisation will not be tolerated. Any substantiated breach will be dealt with seriously and may result in disciplinary action.

We are committed to taking appropriate action where a complaint is raised, and an investigation may follow in line with our complaint handling procedures.

## Related Policies

Other Healthia policies that should be read in conjunction with this policy are:

- Board Governance Charter
- Code of Conduct and Behaviour Policy
- Freedom from Abuse and Neglect Policy
- Whistleblower Policy

## Related Documents

Relevant legislation relating to diversity and inclusion are as follows:

- Australian Human Rights Commission Act 1986 (Cth)
- Affirmative Action (Equal Opportunity for Women) Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Fair Work Australia Act 2009 (Cth)
- Human Rights Act 2019 (Qld)
- Multicultural Recognition Act 2016 (Qld)
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Work Health and Safety Act 2011 (Qld)
- Workplace Gender Equality Act 2012 (Cth)