



# Supplier Code of Conduct

2021

Healium Limited ACN 064 530 516

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# Introduction

*Healius Limited is ASX listed and one of Australia's leading healthcare companies. Committed to providing affordable, accessible and comprehensive healthcare to all Australians, our expansive network of multi-disciplinary pathology laboratories, collection centres, diagnostic imaging centres and short stay hospitals are underpinned by an extraordinary cohort of dedicated healthcare professionals.*

Our values are the fundamental principles that guide our behaviour but importantly, keep Healius together.

- Work it together** It takes all of us to give people the holistic and timely care they need. We need to collaborate inside and out, within disciplines and in the broader world with our partners. Unity is the foundation of the future of healthcare.
- Empathy for everyone** Everyone has their own story, and each story is worth telling. At Healius, we listen. We put ourselves in the place of others' understanding who they are and where they've been - without judgement, only kindness.
- Committed to excellence** Great healthcare doesn't just support life, it enhances it. In everything we do, we aim to make life more meaningful and fulfilling through our quality of care and the Healius experience. The communities who depend on us deserve no less than excellence.
- Act with integrity** People put their lives in our hands and in every act and every word, we maintain and strengthen that trust. We do the right thing by others, keep our promises and hold ourselves accountable.
- Recognise success** Every day across Australia life enhancing acts of kindness, courage and expertise are being brought to life by our people. To work in care is to dedicate your life to others, and we reward our people's achievements and dedication.
- Embrace innovation** New methods and technologies, or even new combinations of what we've always done, hold vast potential in enhancing the lives of others. We look for opportunity at every turn and aren't afraid to try new things that bring our view of healthcare to life.

This Supplier Code of Conduct sets out the principles by which Healius expects its suppliers to operate and instil further down the supply chain. It is therefore made available to our suppliers with the goal of strengthening our mutual understanding of how these principles should be practiced in day-to-day business.

# Ethics

*Healius is committed to a culture of corporate compliance and ethical behaviour*



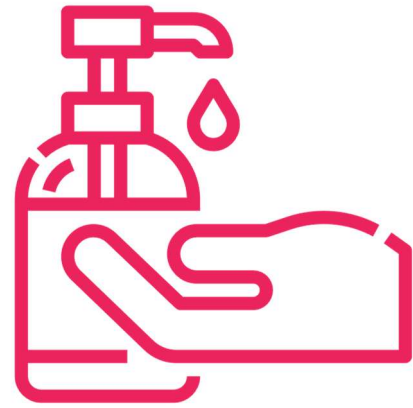
## Healius Expectations:

- Suppliers must comply with the laws that govern Australian and international operations
- Suppliers must always strive to conduct themselves with honesty and integrity. This may in certain circumstances require a higher standard of conduct than that required by law. The conduct of Suppliers' staff must be to a standard, which meets community expectations of organisations comparable with Healius, including standards related to environmental and social responsibility
- Suppliers shall disclose to Healius any situation that could constitute a conflict of interest, such as Healius employees having professional, private and/or significant financial advantages or interests in any of the supplier's businesses
- Suppliers must carry out their duties ethically, responsibly and without improper influences, and thereby protect the integrity of the business
- Suppliers must not offer payments, gifts or entertainment beyond that which is considered as normal business practice
- Any supplier who believes activities may reflect poorly on Healius should advise an appropriate contract manager or use the Group's Whistleblower Protection Policy to report the relevant activities.

For more information see:

<https://www.healius.com.au/contentassets/ba31b09bf6f0485eb90299f0dcdf51f9/2020-02-19-whistleblower-protection-policy.pdf>

# Health & Safety

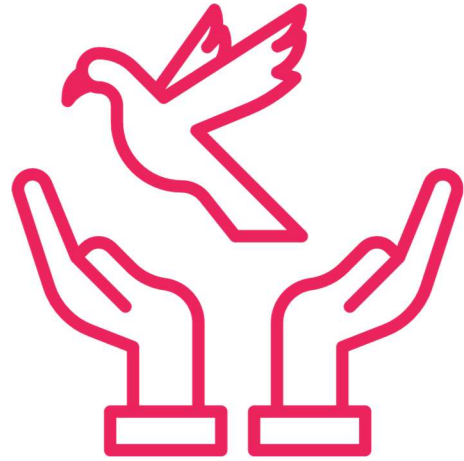


*Our aim is to provide a safe and efficient workplace without injuries to staff, contractors and the public. We expect our suppliers to take accountability and responsibility for managing health and safety risk.*

## Healius Expectations:

- Ensuring company officers exercise due diligence in respect of health and safety within each business undertaking
- Ensuring an effective risk management process is in place that is consistent with the nature of work activities and level of health and safety risk
- Complying with relevant health and safety legislation and other requirements placed upon the organisation
- Ensuring managers are responsible and accountable for the safety of their people
- Ensuring all people are informed of, understand and fulfil, their health and safety responsibilities
- Ensuring measurable objectives and targets for health and safety are in place to promote continuous improvement aimed at elimination of work-related injury or illness
- Measuring, reporting and monitoring the objectives and targets to communicate performance
- Providing information, instruction and training to people based on identified needs.
- Effectively consulting and communicating with people on matters relating to health and safety at work
- Ensuring all people are informed of, understand and fulfil, their health and safety responsibilities
- Implementing, monitoring, and evaluating the effectiveness of the work health and safety management system and policy
- Continually improving the work health and safety management system, to create and maintain a culture that values health and safety

# Labour, Human Rights and Modern Slavery



*We recognise the importance of establishing and maintaining an ethical culture and protecting internationally recognised labour and human rights of our suppliers.*

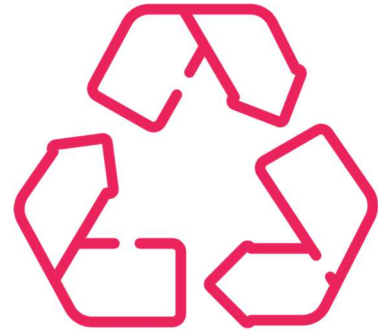
Healius is opposed to all forms of modern slavery, including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage and deceptive recruiting for labour or services. Healius expects its suppliers to respect human rights and ensure that they do not engage in or are complicit with human rights abuses, including modern slavery. Healius may seek to terminate a supplier relationship as a result.

#### Healius Expectations:

- Respect and support for internationally recognised human rights as outlined in the UN Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights International Labour Organisation's Declaration on Fundamental Principles and Rights of work
- Compliance with all relevant local and international laws relating to labour and human rights practices, where applicable
- Open and honest dialogue on modern slavery cases is expected between parties, including training and support, risk assessment and reporting
- Shared responsibility to assess, reduce and address modern slavery risks, clearly communicating expectations and encouraging two-way engagement

# Environment

*Healius is committed to managing operations in an environmentally sustainable manner to maximise resource efficiency in relation to the consumption of energy, natural resources, and waste.*



## Healius Expectations:

- Reducing energy consumption, greenhouse gas emissions, water, paper and other materials
- Reducing waste and enhancing our recycling and waste management practices
- Using technology, where practicable, to deliver more efficient information and services
- Incorporating environmental considerations into decision-making processes
- Utilising risk management processes to control the environmental hazards inherent in our activities
- Identifying and monitoring the environmental issues associated with our business and services and resolving these effectively; and
- Ensuring compliance with all legal requirements relevant to environmental considerations in our business operations and activities.

More information available:

<https://www.healius.com.au/contentassets/3068b4523ce04c4599497bbcc3b9f126/environmental-policy.pdf>

# Diversity & Inclusion



*Healius recognises that a diverse and inclusive workplace in which all individuals, with a broad range of backgrounds, skills, experience and perspectives contributes to its success*

Healius comprises a diverse range of employees and contractors and is represented by a high number of women across the pathology, diagnostic imaging and day hospitals and IVF business divisions.

Healius expectations of suppliers:

- When developing and implementing recruitment and selection processes for employees and contractors, suppliers will ensure that all candidates are considered and selected on the basis of individual skills, experience and merit and in line with all equal opportunity and anti-discrimination legislation
- Suppliers promote an inclusive and diverse workforce, including acknowledgement of the diverse knowledge, skills, traditions and cultures of Indigenous Australians.

Further information at:

<https://www.healius.com.au/globalassets/global-corp/healius-corporate/healius-new-pdfs---corporate-governance/new-may-2019/2019-03-25-new-format-diversity-policy.pdf>

## VERSION INFORMATION

Version 1.0  
8 April 2021

Policy Owner: Group Corporate Affairs