

UN Global Compact – Communication on Progress (CoP) 2024

Ramsay is pleased to affirm continuing support for the Ten Principles of the United Nations Global Compact, which focuses on human rights, labour, environment and anti-corruption.

Ramsay signed the UN Global Compact in January 2021 to deliver our commitment to the world’s largest corporate sustainability initiative. This annual Communication on Progress provides an outline of how Ramsay supports these important principles through policy and where to find information on our actions, progress and outcomes. Our policies can be found online: ramsayhealth.com/en/sustainability/sustainability-governance.

Human Rights Principles	Policy	Progress
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p>	<ul style="list-style-type: none"> • Global Human Rights and Labour Policy • Code of Conduct • Global Responsible Sourcing Policy • Work Health and Safety Policy • Diversity and Inclusion Policy 	<p>Sustainability Governance (pages 11-12) and Material Issues (page 10)</p> <p>Caring for our patients and partners (pages 17-26)</p> <p>Caring for our people (pages 27-38)</p> <p>Measures - People scorecard (page 38)</p> <p>Modern Slavery Statement 2024</p>
<p>Principle 2: Make sure that they are not complicit in human rights abuses.</p>		
Labour Principles	Policy	Progress
<p>Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<ul style="list-style-type: none"> • Global Human Rights and Labour Policy • Code of Conduct • Global Responsible Sourcing Policy • Diversity and Inclusion Policy • Work Health and Safety Policy 	<p>Sustainability Governance (pages 11-12) and Material Issues (page 10)</p> <p>Caring for our patients and partners (pages 17-26)</p> <p>Caring for our people (pages 27-38)</p> <p>Measures - People scorecard (page 38)</p> <p>Modern Slavery Statement 2024</p>
<p>Principle 4: The elimination of all forms of forced and compulsory behaviour.</p>		
<p>Principle 5: The effective abolition of child labour.</p>		
<p>Principle 6: The elimination of discrimination in respect of employment and occupation.</p>		
Environmental Principles	Policy	Progress
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p>	<ul style="list-style-type: none"> • Global Sustainability Policy • Code of Conduct • Global Responsible Sourcing Policy • Ramsay Cares Sustainability Strategy 	<p>Targets - Ramsay Cares (page 8)</p> <p>Caring for our planet (pages 39-47)</p> <p>Measures - Environment scorecard (pages 46-47)</p>
<p>Principle 8: Undertake initiatives to promote greater environmental responsibility.</p>		
<p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies.</p>		
Anti-corruption Principles	Policy	Progress
<p>Principle 10: Business should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> • Global Anti Bribery and Corruption Policy • Code of Conduct • Global Responsible Sourcing Policy • Whistleblower Policy 	<p>2024 Corporate Governance Statement</p>