

UN Global Compact – Communication on Progress (CoP) 2022

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.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

| Human Rights Principles | Policy | Progress |
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| <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: Make sure that they are not complicit in human rights abuses.</p> | <ul style="list-style-type: none"> • Human Rights and Labour Policy • Code of Conduct • Code of Conduct for Agents, Manufacturers and Suppliers • Work Health and Safety Policy • Diversity and Inclusion Policy | <p>Sustainability Governance (page 7) and Material Issues (page 8)</p> <p>Caring for our patients and partners (pages 11-19)</p> <p>Caring for our people (pages 20-23)</p> <p>Measures - People scorecard (page 24)</p> <p>Modern Slavery Statement 2021/2022</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> <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> | <ul style="list-style-type: none"> • Human Rights and Labour Policy • Code of Conduct • Code of Conduct for Agents, Manufacturers and Suppliers • Diversity and Inclusion Policy • Work Health and Safety Policy | <p>Sustainability Governance (page 7) and Material Issues (page 8)</p> <p>Caring for our patients and partners (pages 11-19)</p> <p>Caring for our people (pages 20-23)</p> <p>Measures - People scorecard (page 24)</p> <p>Modern Slavery Statement 2021/2022</p> |
| Environmental Principles | Policy | Progress |
| <p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</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> | <ul style="list-style-type: none"> • Global Sustainability Policy • Code of Conduct • Code of Conduct for Agents, Manufacturers and Suppliers • Ramsay Cares Sustainability Strategy | <p>Targets - Ramsay Cares (page 10)</p> <p>Caring for our planet (pages 25-31)</p> <p>Measures - Environment scorecard (page 32)</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 • Code of Conduct for Agents, Manufacturers and Suppliers • Whistle-blower Policy | <p>Corporate Governance Statement 2022 (page 3)</p> |