

Diversity and Inclusion Policy

Version 1.5

Effective Date: 12 August 2026

1. Purpose

Sigma respects and values the benefits of a diverse workforce and inclusive workplace that reflects the communities in which we operate and embraces diversity of thought. We recognise the importance of ensuring a diverse workforce for talent attraction and retention and in driving sustainable performance.

We have committed to responsible corporate governance and have implemented this Diversity and Inclusion Policy for application in Australia as part of our corporate governance framework, in accordance with the ASX Corporate Governance Principles and Recommendations. Sigma has and will develop strategies, initiatives and programs to promote diversity and inclusion including meeting its obligations with respect to the issue of gender diversity as required under the ASX Principles. Measurable objectives for the achievement of gender diversity will be reported in Sigma's Corporate Governance Statement each year.

2. Policy

Sigma believes that in order to be a high performing, agile and innovative organisation we must leverage the full potential of our people. We endeavour to nurture a culture that embraces individual difference in all its forms and values the many benefits that transpire from all aspects of diversity, which includes experience, gender, age, caring responsibilities, cultural identity, disability, ethnicity, religious beliefs, education, family and relationship status, gender identity and sexual orientation.

We continue to develop a workforce at all levels, including senior management and the Board, which reflects the diversity of our customers and the communities in which we operate.

3. Definitions

Sigma: means Sigma Healthcare Limited (ACN 088 417 403) and any company, trust or other entity that is Controlled by, or is under common Control of, Sigma Healthcare Limited, and includes any Related Body Corporate or Associated Entity of Sigma Healthcare Limited.

Associated Entity: has the meaning given to that term in section 50AAA of the Corporations Act 2001.

Control means to:

- (a) have the capacity to directly or indirectly determine or materially influence the outcome of decisions relating to the financial or operational management and/or policies of an entity, or
 - (b) own, directly or indirectly, fifty percent (50%) or more of the outstanding voting securities or other ownership interest of such entity,
- and *Controls* and *Controlled* have a corresponding meaning.

Related Body Corporate: has the same meaning given to that term in section 50 of the Corporations Act 2001.

Team Member: means any Sigma employee or contractor engaged by Sigma.

Stakeholder: anyone Sigma interacts with including, but not limited to, customers, suppliers, shareholders, government agencies, regulatory authorities, the public or others on Sigma's behalf.

4. Diversity and Inclusion Principles at Sigma

Sigma's commitment to recognising the importance of diversity extends to every part of our business shaping the way we treat each other, serve our customers and deliver value to our communities and stakeholder.

Our approach is guided by the following principles:

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- We promote equal employment opportunities based on ability, performance and potential.
- We make decisions about recruitment, development, promotion and remuneration based on performance and capabilities.
- We build and maintain a safe working environment by taking action against inappropriate workplace behaviour (including discrimination, harassment, bullying, victimisation and vilification).
- We acknowledge the need to develop flexible work practices, where possible within the context of business requirements, in order to meet the differing needs of our team members.
- We enhance customer service and external stakeholder relationships by developing a workforce that respects and reflects the diversity of those we interact with.
- We measure and consult our team members on organisational culture, team member engagement and issues concerning gender equality in the workplace and address the feedback we receive and monitor the impact of these actions.
- We ensure appropriate policies and procedures exist within the organisation that support our diversity and inclusion principles and meet legislative requirements.

5. Supporting Policies

Sigma has a series of policies that support the principles of this Diversity and Inclusion Policy, including;

Code of Conduct Policy
 Respect at Work Policy
 Recruitment and Selection Policy
 Parental leave, Carers leave, Personal Leave Policies
 Flexible Working Arrangements Policy
 Learning & Development Policy
 Family and Domestic Violence Policy
 Working From Home Policy

6. Measurable Objectives and Reporting

The current Diversity targets in place for Sigma are focussed on achieving a diverse workforce. These targets are monitored by the Board Nomination and Remuneration Committee. They are also reported in the company's Annual Corporate Governance Statement.

- Aim to achieve no less than 30% of each gender on the Board.
- Aim to achieve greater female representation across Executive and Senior Management positions.
- Target equal gender participation in key Talent Management programs.
- Monitor and address issues of gender pay equity.
- Workplace Gender Equality Targets: In line with the Workplace Gender Equality Agency (WGEA) requirements, Sigma will select and report against measurable gender equality targets every three years, including at least one numeric target. Progress is monitored by the Nomination and Remuneration Committee and reported in Sigma's Annual Corporate Governance Statement and WGEA public reports.
- These Targets may relate to:
 - Gender composition of the workforce (e.g. representation of under-represented genders in management, professional, or frontline roles).
 - Equal remuneration (e.g. reducing the gender pay gap).
 - Gender composition of the governing body.
 - Access to and uptake of flexible work and parental leave arrangements.

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- Consultation with team members on gender equality matters.
- Policies and practices to prevent and respond to sexual harassment, discrimination, and workplace inequality

7. Policy Review

The Board Nomination and Remuneration Committee conduct a periodic review of this Policy, including an assessment of the effectiveness of the Policy and monitor Sigma's progress in achieving the measurable objectives. The Committee will discuss any required changes with the Board and ensure the Board approves any revisions to the Policy.

8. Relevant External Information

ASX Corporate Governance Council Corporate Governance Principles and Recommendations, 4th Edition.

9. Disclaimer

This Policy sets out Sigma's general approach to the matters it covers but is not intended to bind Sigma. Accordingly, this Policy acknowledges that the Sigma may, at its absolute discretion, amend, vary or terminate the Policy at any time and in any individual case, may depart from the Policy wholly or in part.

10. Document control and related documents

Name of Document	Diversity and Inclusion Policy		
Document Author	Chief People Officer		
Document Approver	Sigma Healthcare Board		
Document Reviewers	Nomination and Remuneration Committee		
Review Period	Yearly		
Related Documents	Code of Conduct Policy Respect at Work Policy Recruitment and Selection Policy Parental leave, Carers leave, and Personal Leave Policies Flexible Working Arrangements Policy Learning & Development Policy Family and Domestic Violence Policy Working From Home Policy		
Change Record	Version	1.5	
	Publish date	18 August 2026	

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11. Policy Version Register

Version	Modified by	Description of changes	Authorised by	Effective date
1.3	Chief People Officer	General update to Policy including change of title of Committee, references to relevant policies and Corporate Governance Statement, and inclusion of WGEA Gender Equality Indicator 5	Sigma Board	9 February 2024
1.4	Chief People Officer	Inclusion of definitions, updated measurable objectives and title of referenced Policy, and inclusion of WGEA Gender Equality Indicators	Sigma Board	21 October 2025
1.5	Chief People Officer	Deletion of Purchased Personal Leave Policy reference, and inclusion of reference to application of Policy in Australia.	Sigma Board	12 August 2026