



Unifying the care experience.

Diversity & Inclusion Report

Version	2.0
Date of Version	30/06/2021
Created By	Lorraine Morrin
Approved By	James Fitter
Confidentiality Level	TLP:GREEN



Disclaimer: By using this document and associated products, you are deemed to have agreed to the following terms. If you disagree with any of these terms, please do not use this document or associated products. All the material in this document is solely for educational and informational purposes. This document is not meant to be used, nor should it be used, to provide a single or a definitive solution for any IT environment. Any policies or standards internally adopted by you may override what is stated in this document, and if in doubt, technical advice should be sought directly with Oneview Limited. The information in this document is true and complete to the best of our knowledge. While all attempts have been made to verify the accuracy of the information provided in this document, Oneview Limited assumes no responsibility for any error or omissions. The information provided herein is provided "as is" and you read and use this information at your own risk including the use of links to external websites, and to the fullest extent permitted by law. Oneview Limited excludes all implied terms, conditions, warranties or representations regarding this document arising by law or otherwise. Oneview Limited disclaims any liability for any incidental, consequential, indirect, special or punitive damages or losses, any direct or indirect loss of profits, or any lost savings, loss of use or loss of data arising out of or related to the use of the information contained in this document and /or the use of any associated products.

Change History

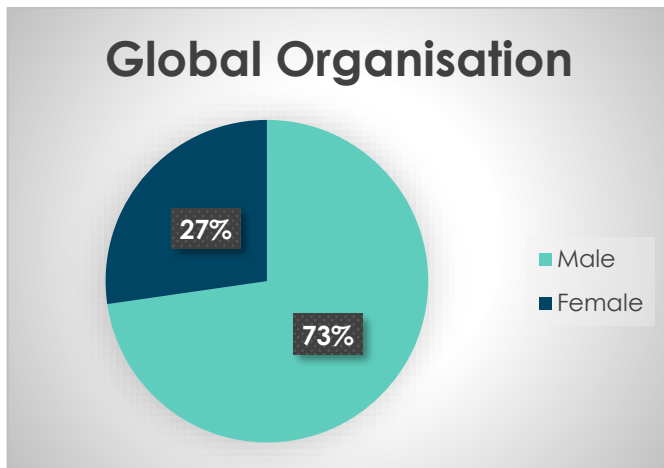
Date	Version	Created By	Description of Change
09/04/2021	0.1	Lorraine Morrin	Initial version
14/04/2021	1.0	Lorraine Morrin	Revised version
11/05/2021	1.5	Lorraine Morrin	Revised version
30/06/2021	2.0	Lorraine Morrin	Revised version

Table of Contents

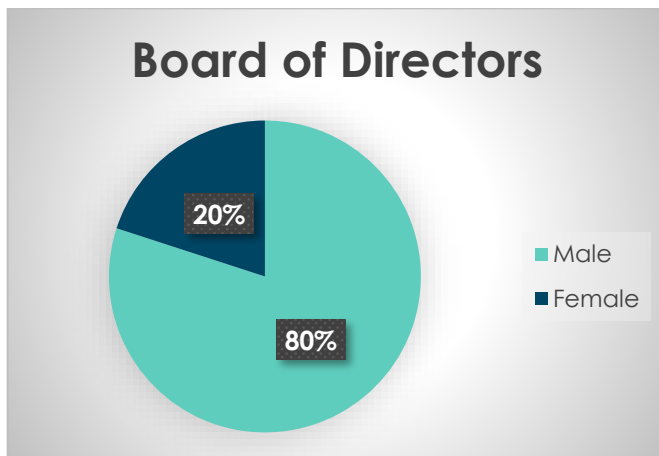
Table of Contents

DIVERSITY & INCLUSION REPORT	0
GENDER BALANCE	3
AGE PROFILE	4
NATIONALITIES	5
ETHNICITY	5
GENDER PAY GAP REPORT	6
IRELAND 2021 BREAKDOWN	6
AUSTRALIA 2021 BREAKDOWN	6
USA 2021 BREAKDOWN	6
THAILAND 2021 BREAKDOWN	7
DUBAI 2021 BREAKDOWN	7
EMPLOYEE TURNOVER	8
HEALTH AND SAFETY	9
WORKPLACE ACCIDENTS 2021:	9
COVID-19 CASES 2021:	9
HUMAN RIGHTS AND LABOR STANDARDS	10
REPORTED CASES OF HARASSMENT:	10
LEARNING AND DEVELOPMENT	11

Gender Balance



77 People globally.

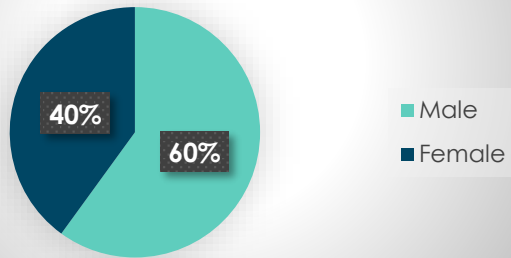


5 members on the Board of Directors.



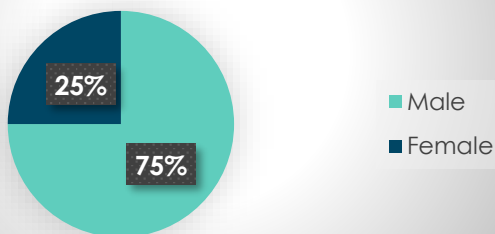
11 members of the Global Leadership team.

North American Leadership Team



5 members of the North American Leadership Team.

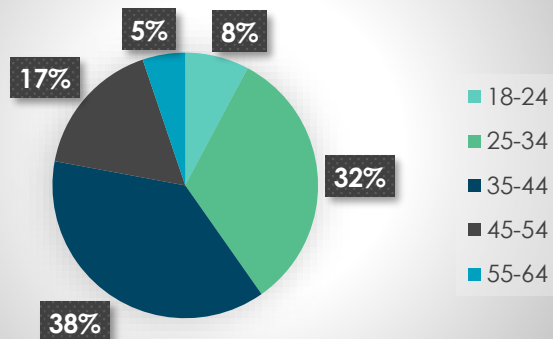
Australian Leadership Team



4 members of the Australian Leadership Team.

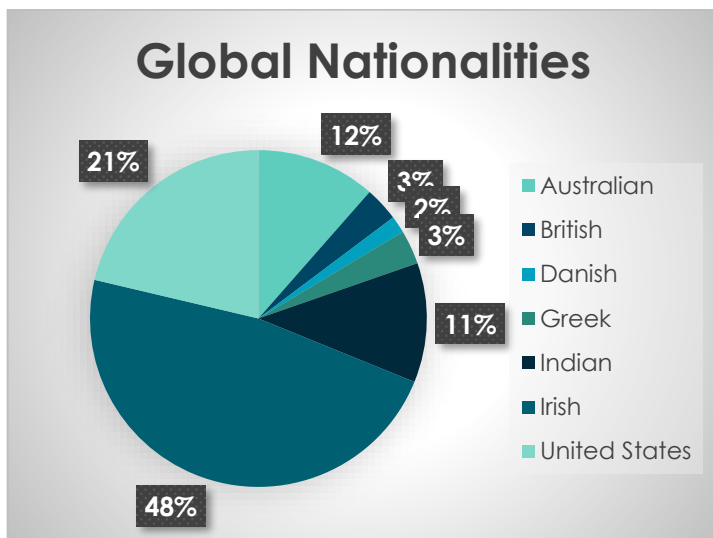
Age Profile

Global Age Profile



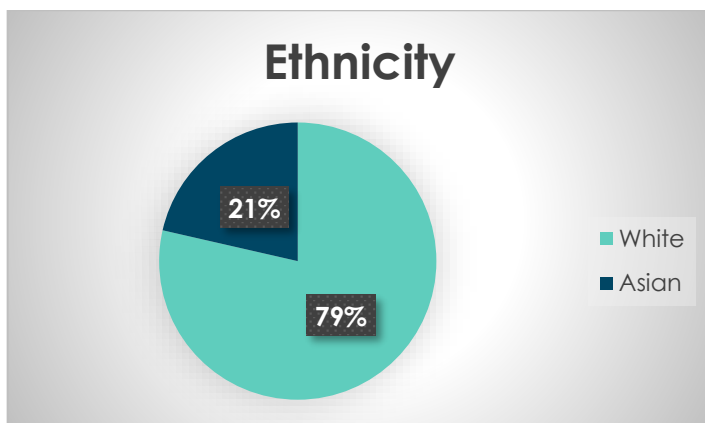
77 people globally.

Nationalities



61/77 people globally- difficulty collecting this information due to GDPR preferences.

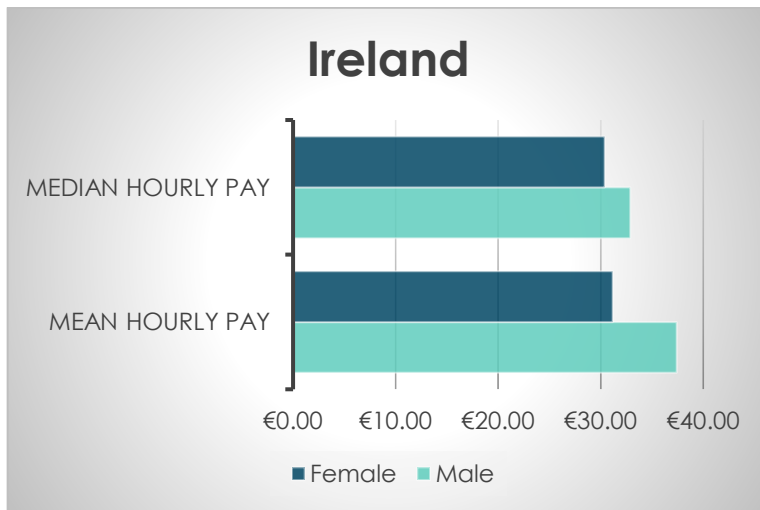
Ethnicity



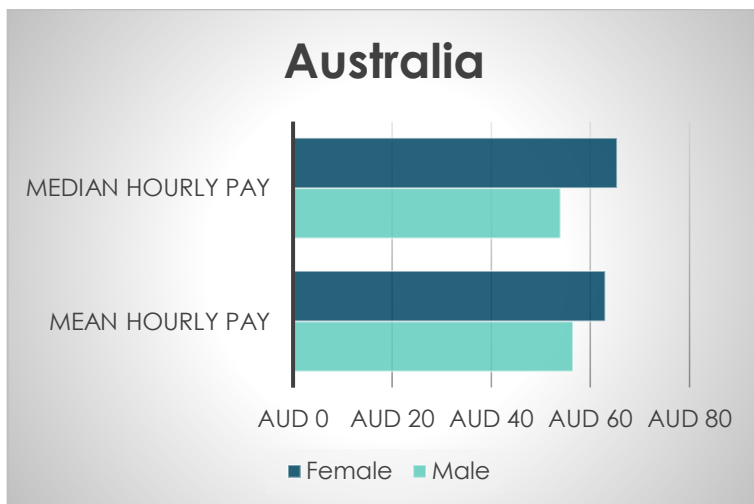
28/77 people globally- difficulty collecting this information due to GDPR preferences.

Gender Pay Gap Report

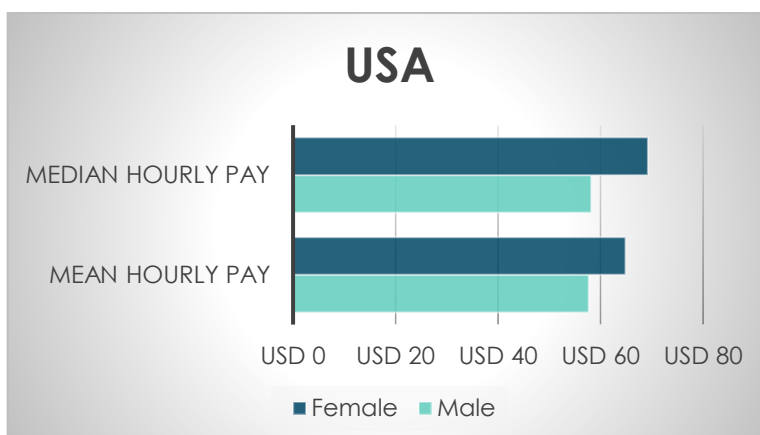
Ireland 2021 Breakdown



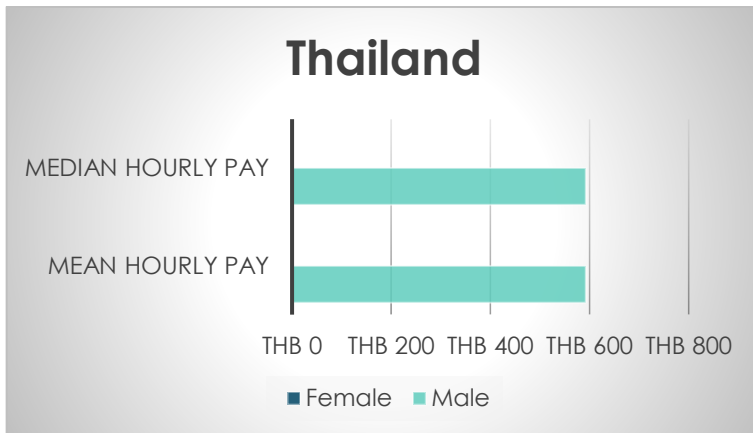
Australia 2021 Breakdown



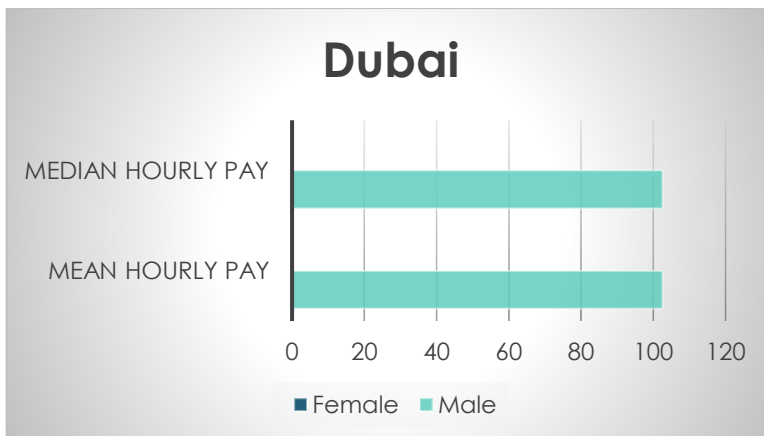
USA 2021 Breakdown



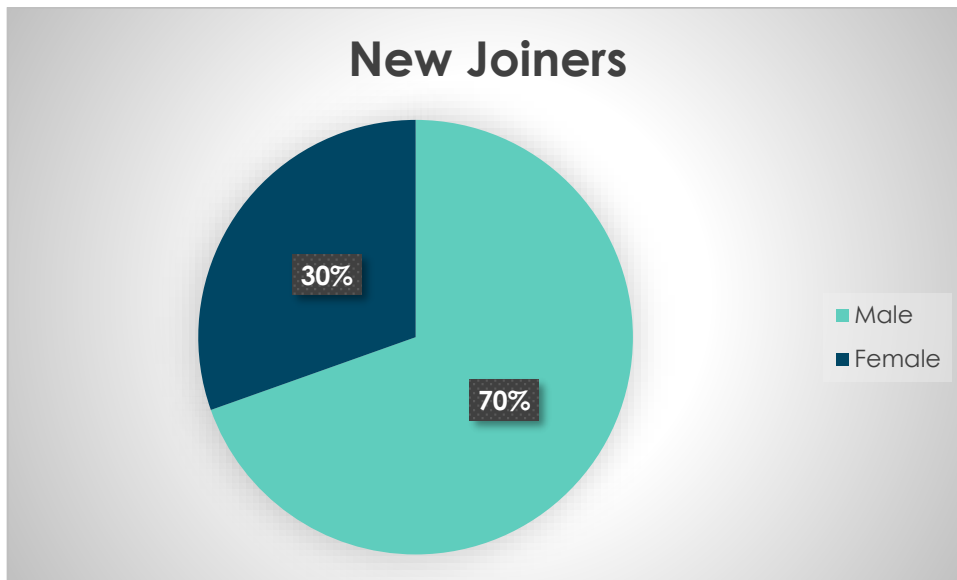
Thailand 2021 Breakdown



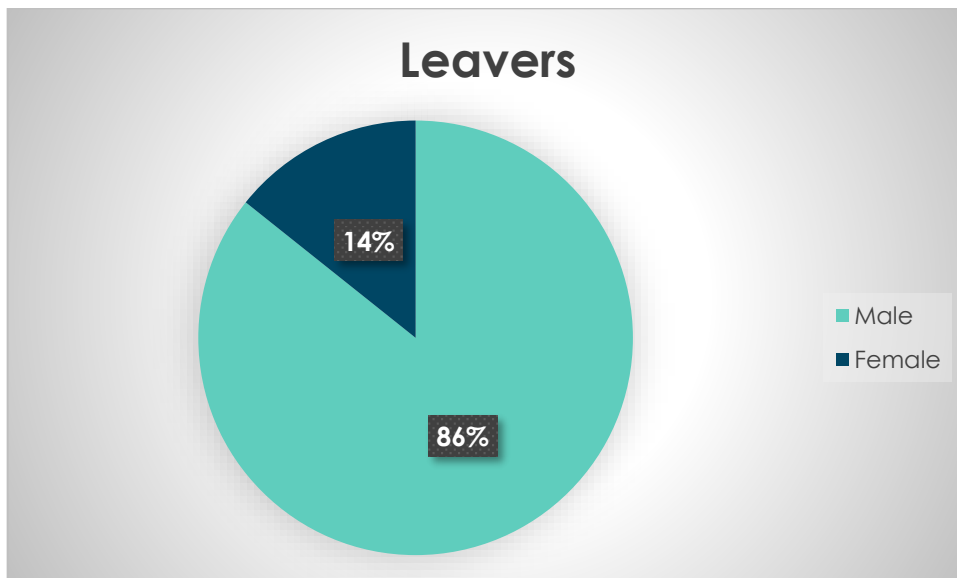
Dubai 2021 Breakdown



Employee Turnover



Total of 23 additional joiners from 1st of January 2021 until 30th June 2021



Total of 14 leavers from 1st of January 2021 until 30th June 2021

Health and Safety

Oneview Healthcare have health and safety policies in all regions with the objective being to provide a safe and healthy place of work for all employees, colleagues and visitors to our offices and places of work and to meet all of our duties and obligations to our clients.

Employees are required to report all accidents and near misses, whether resulting in injury or not, to management. It is also Oneview's policy in accordance with good practice and common legislation to report certain occurrences to the relevant Health & Safety Authority and ensure records are kept on site.

Key personnel are trained in:

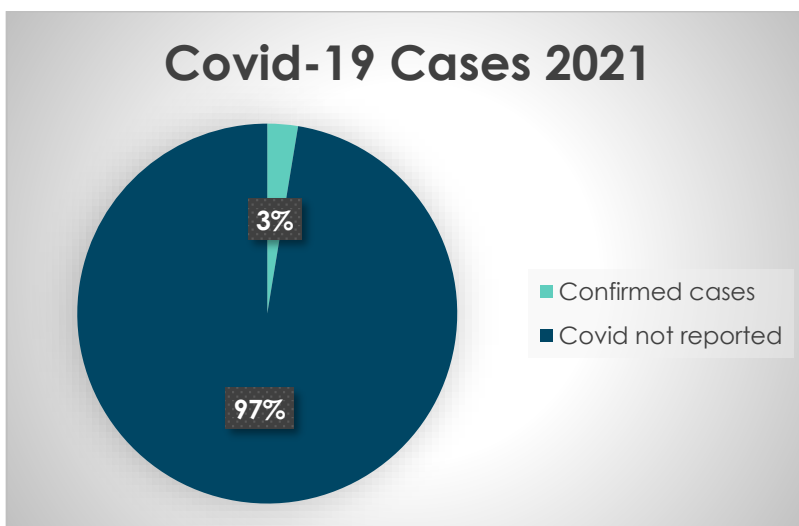
- Fire safety management
- Cardiac first responders
- Manual handling
- Ergonomic training

Appropriate safety resources are provided in offices including first aid kits and defibrillators.

Workplace Accidents 2021:

There have been zero workplace accidents reported in 2021.

Covid-19 cases 2021:



There have been two confirmed cases of Covid-19 in Oneview Healthcare reported in 2021.

Human rights and labor standards

Human rights are a fundamental concern for Oneview Healthcare in its relationship with employees and suppliers.

Oneview Healthcare is committed to protecting the human rights of our employees through implementation of policies related to non-harassment, bullying and equal employment opportunities. These policies seek to provide applicants and employees equal treatment regardless of certain identified characteristics that have attracted historical stereotyping or bias in relation to employment. We comply as employers with all applicable laws and regulations on forced and child labor.

We are confident that our compensation practices ensure that all Oneview Healthcare employees receive compensation meeting or exceeding the amount for basic living needs, above the legal minimum and living wages in the countries in which we operate.

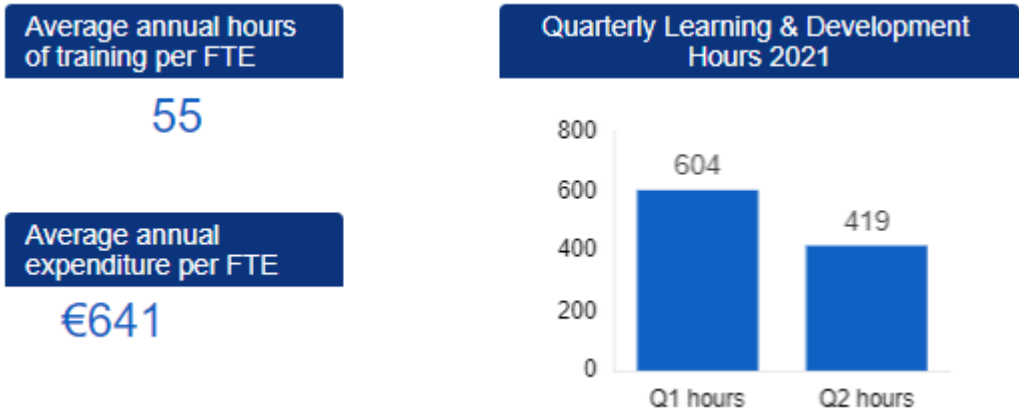
Our non-harassment policy details our commitment to providing equal employment opportunities and a workplace that is respectful, productive and free from harassment including, but not limited to, sexual harassment. This policy outlines clear procedures for reporting and responding to issues of concern and can be found in our employee guidebooks and on our company intranet. We are committed to investigating all complaints filed and any possible violation of the policy of which we are made aware. If we determine that an employee has engaged in activities that are in violation of, or inconsistent with the policy, we will take appropriate disciplinary action against the offending employee, up to and including termination of employment.

The company also has a whistle-blowers policy in force to ensure that employees have an opportunity to report known, suspected or potential cases of relevant wrongdoings.

Reported cases of harassment:

There have been zero cases of harassment reported in 2021.

Learning and Development



Data from January 2021 to June 2021.