



Unifying the care experience.

Diversity & Inclusion Report

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Date of Version	30/09/2021
Created By	Lorraine Morrin
Approved By	James Fitter
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Change History

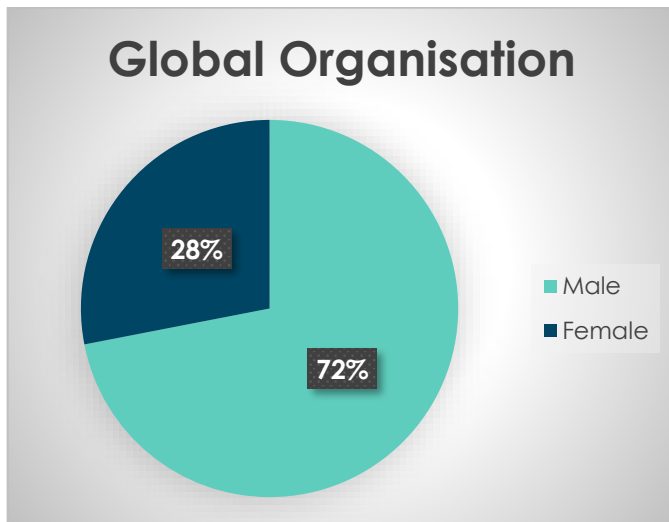
Date	Version	Created By	Description of Change
09/04/2021	0.1	Lorraine Morrin	Initial version
14/04/2021	1.0	Lorraine Morrin	Revised version
11/05/2021	1.5	Lorraine Morrin	Revised version
30/06/2021	2.0	Lorraine Morrin	Revised version
30/09/2021	2.1	Lorraine Morrin	Revised version

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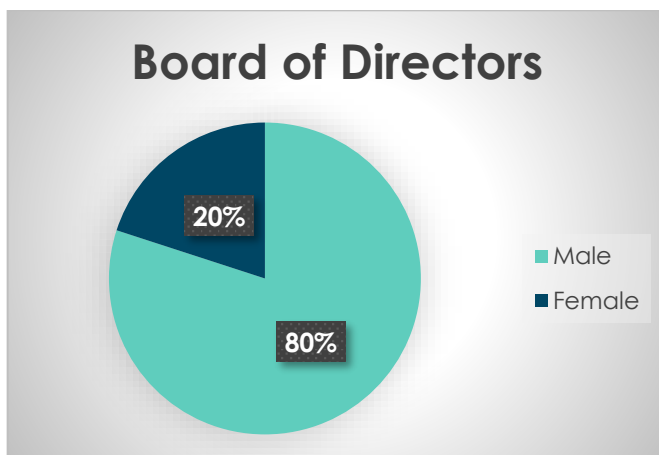
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Gender Balance



82 People globally.

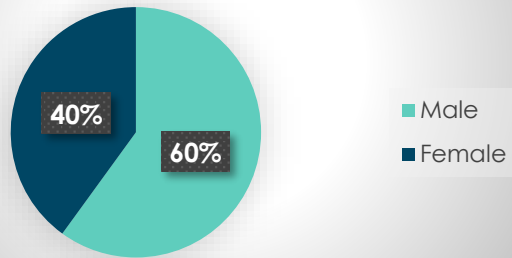


5 members on the Board of Directors.



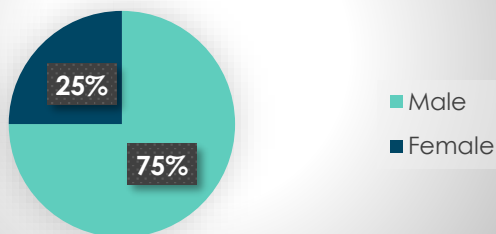
11 members of the Global Leadership team.

North American Leadership Team



5 members of the North American Leadership Team.

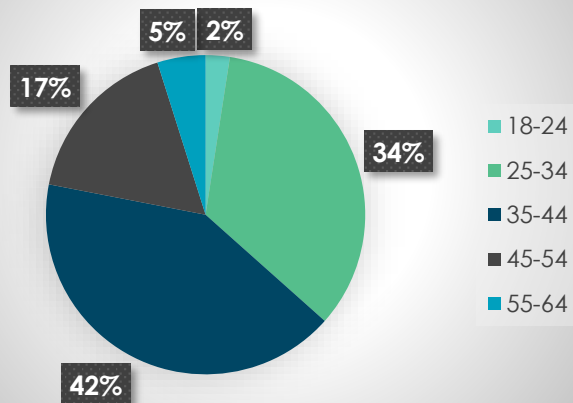
Australian Leadership Team



4 members of the Australian Leadership Team.

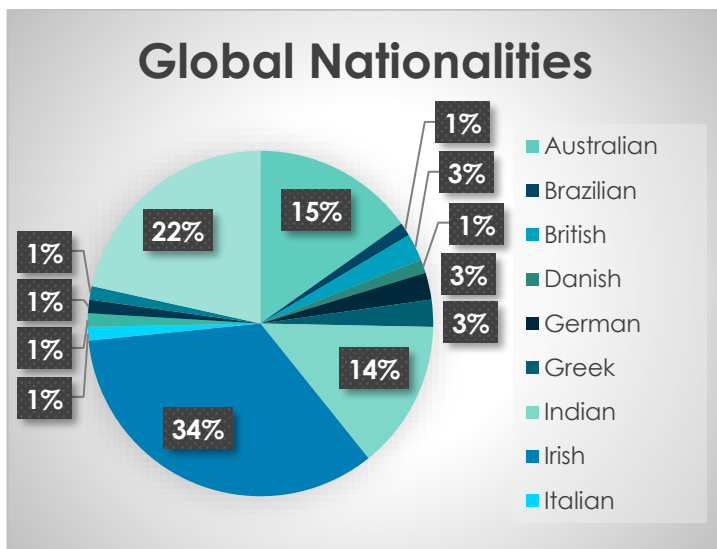
Age Profile

Global Age Profile



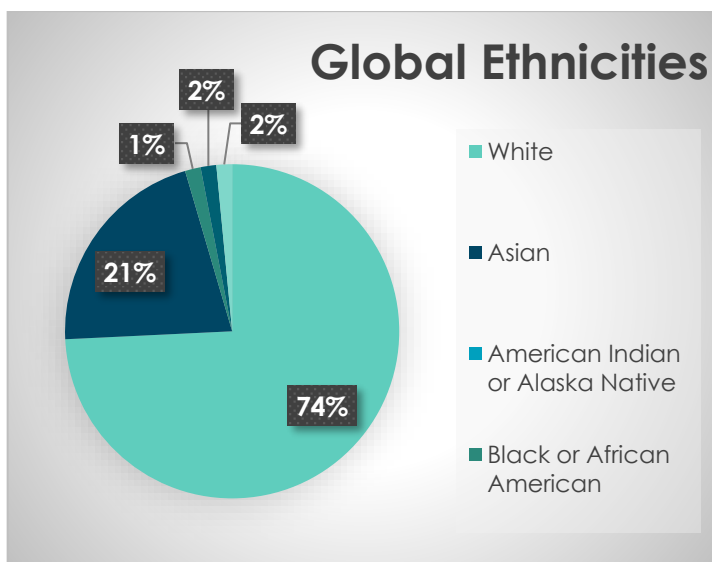
82 people globally.

Nationalities



79/82 people globally- difficulty collecting this information due to GDPR preferences.

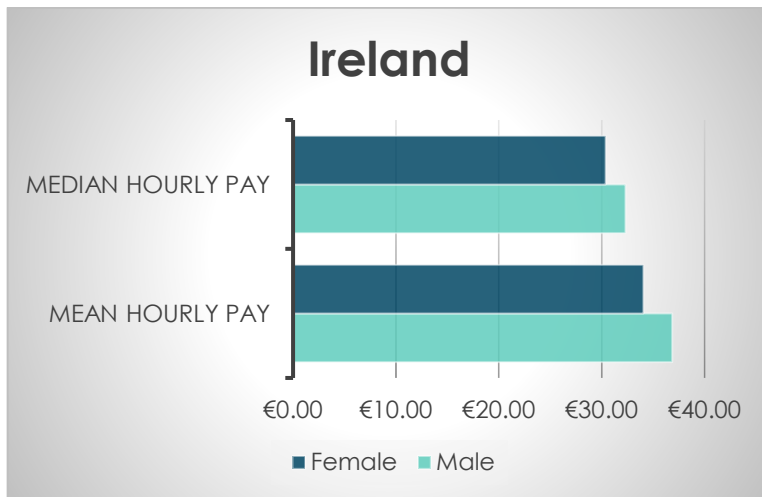
Ethnicity



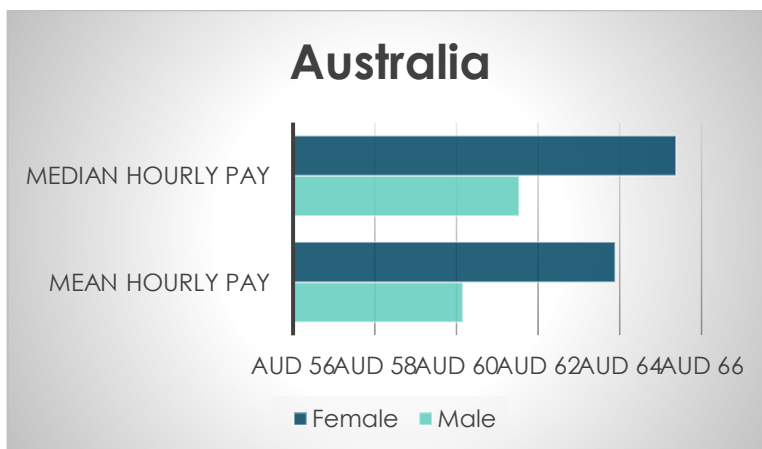
66/82 people globally- difficulty collecting this information due to GDPR preferences.

Gender Pay Gap Report

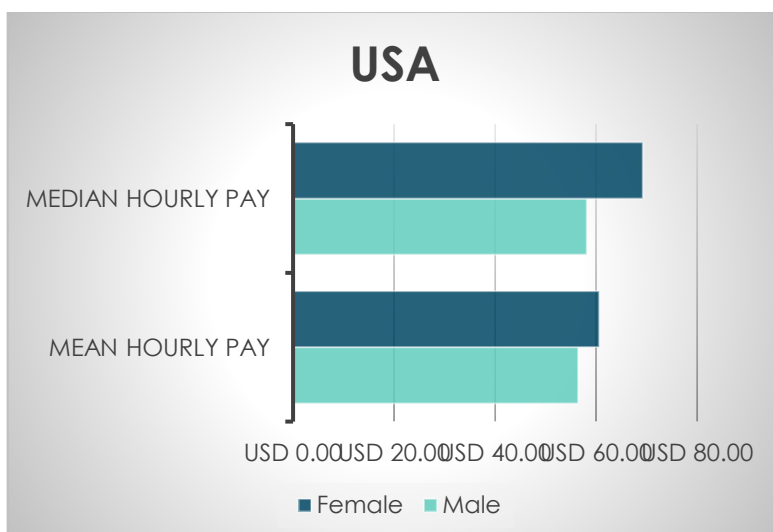
Ireland 2021 Breakdown



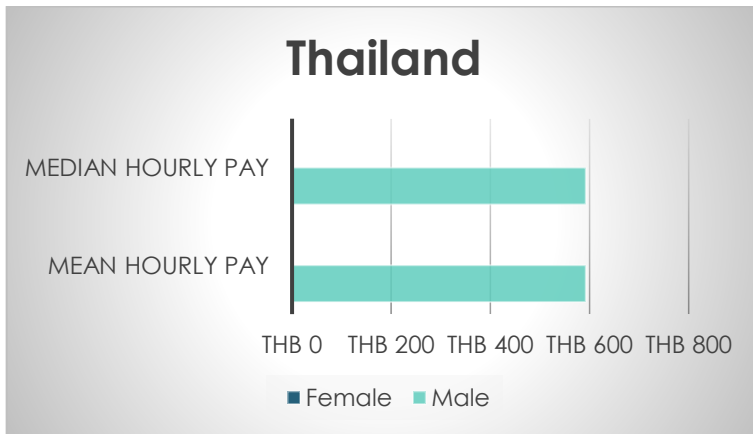
Australia 2021 Breakdown



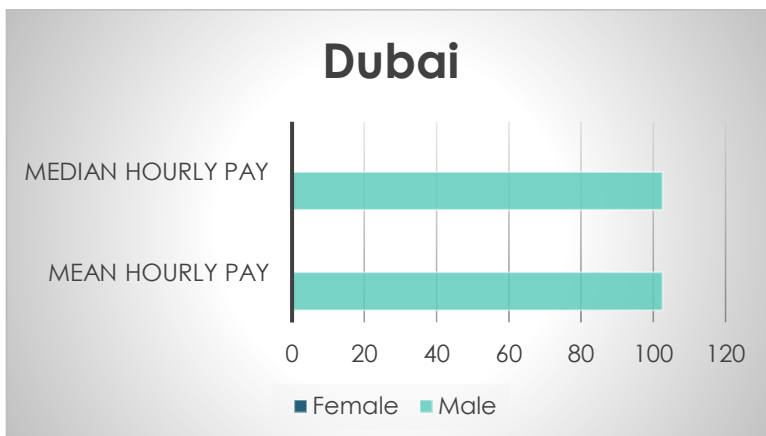
USA 2021 Breakdown



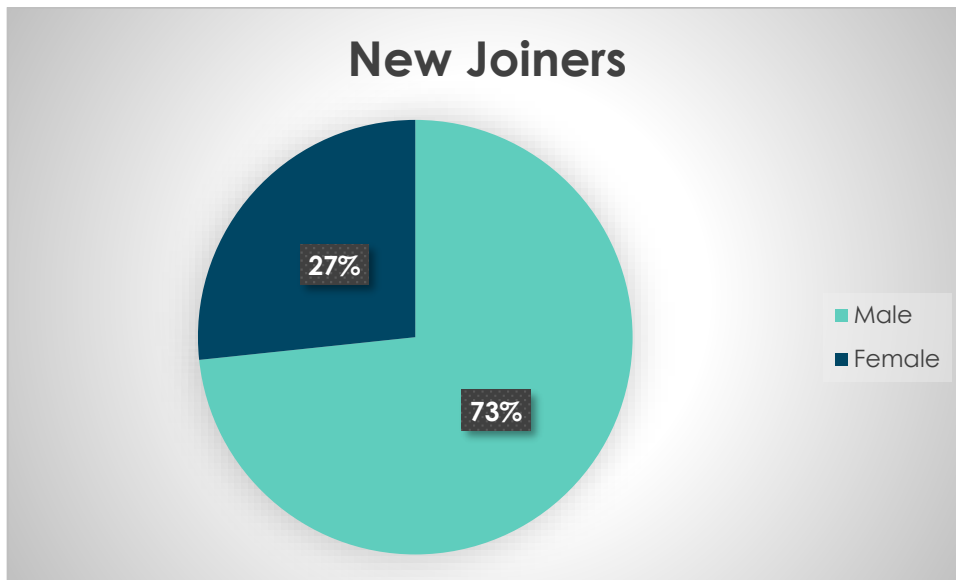
Thailand 2021 Breakdown



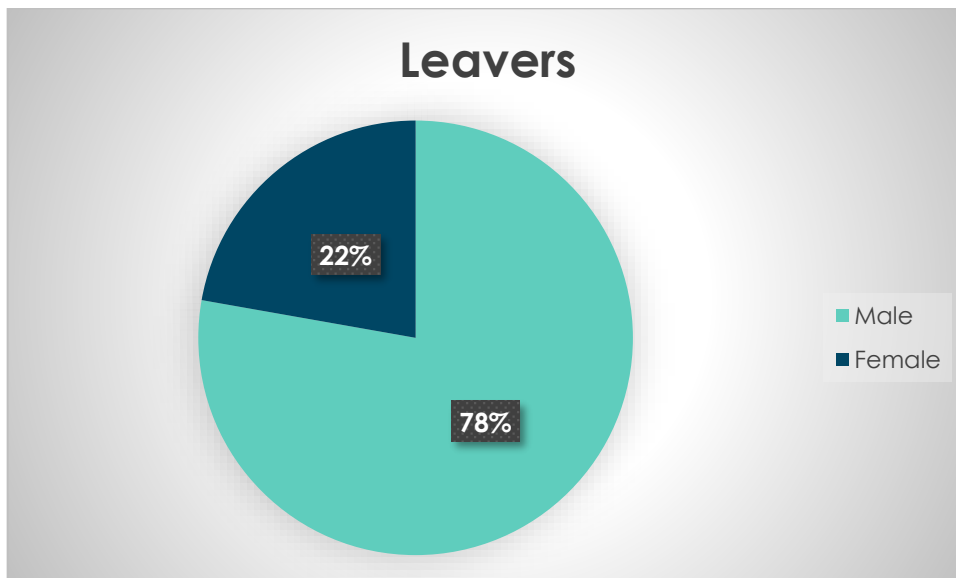
Dubai 2021 Breakdown



Employee Turnover



Total of 15 additional joiners from 1st of June 2021 until 30th September 2021



Total of 9 leavers from 1st of June 2021 until 30th September 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:

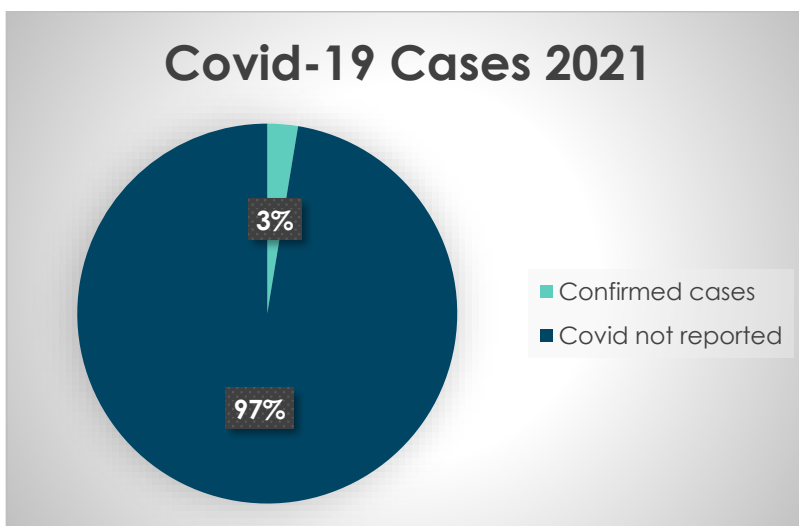
- Fire safety management
- Cardiac first responders
- Manual handling
- Ergonomic training

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. All employees undertaken anti-corruption and corporate governance training.

Reported cases of harassment:

There have been zero cases of harassment reported in 2021.

Learning and Development

Average annual hours of training per FTE

57

Average annual expenditure per FTE

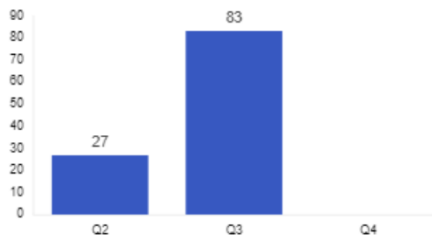
€602

Quarterly Learning & Development Hours 2021



Data from January 2021 to September 2021.

Corporate Governance Training - No. of employees



Anti Corruption Incidences

Q1	Q2	Q3	Q4
0	0	0	0