



Unifying the care experience.

Diversity & Inclusion Report

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Date of Version	30/09/2022
Created By	Aoife Meehan
Approved By	James Fitter
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Change History

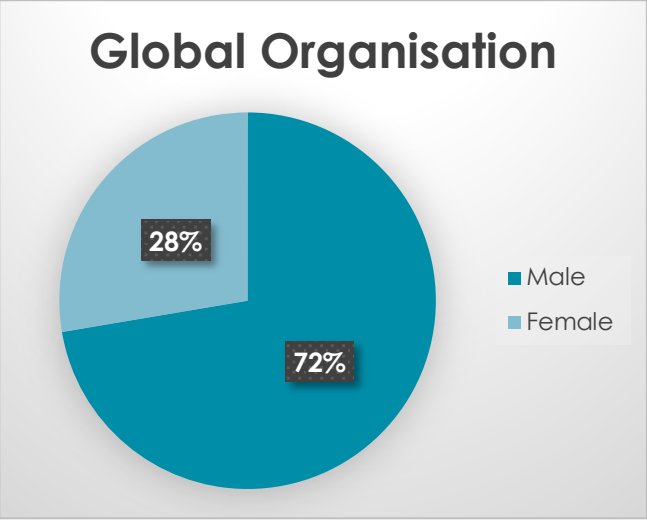
Date	Version	Created By	Description of Change
09/04/2021	0.1	Lorraine Morrin	Initial version
14/04/2021	1.0	Lorraine Morrin	Revised version
11/05/2021	1.5	Lorraine Morrin	Revised version
30/06/2021	2.0	Lorraine Morrin	Revised version
30/09/2021	2.1	Lorraine Morrin	Revised version
31/12/2021	2.2	Lorraine Morrin	Revised version
31/03/2022	2.3	Lorraine Morrin	Revised version
30/06/2022	2.4	Lorraine Morrin	Revised version
30/09/2022	2.5	Aoife Meehan	Revised version

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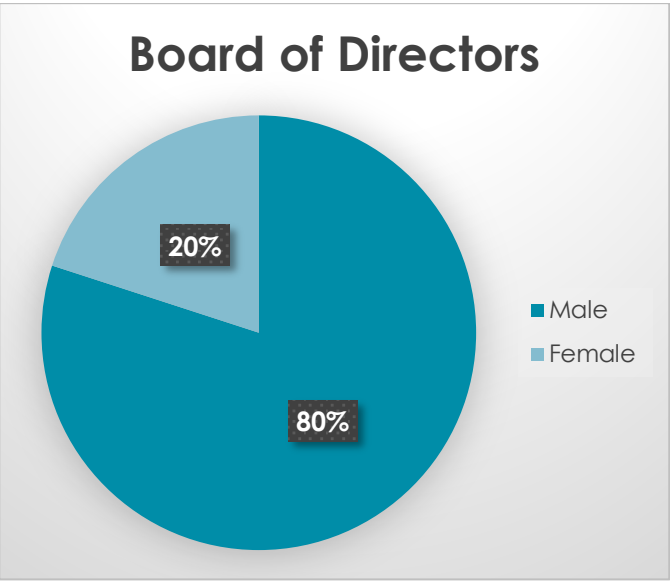
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Gender Balance

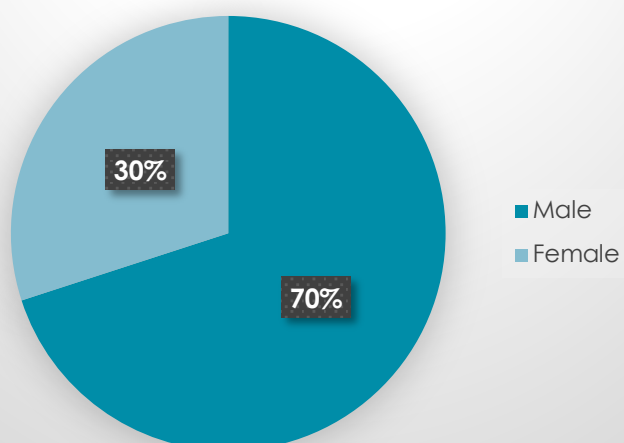


94 People globally.



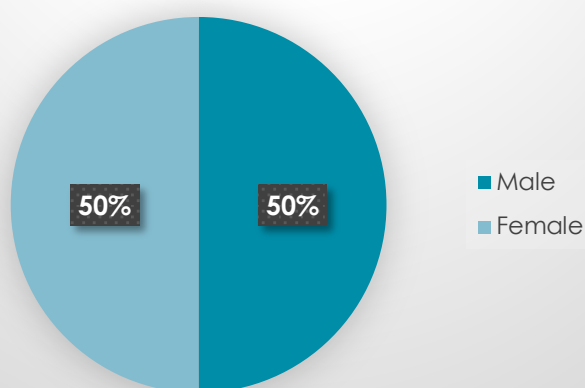
5 members on the Board of Directors.

Management Team



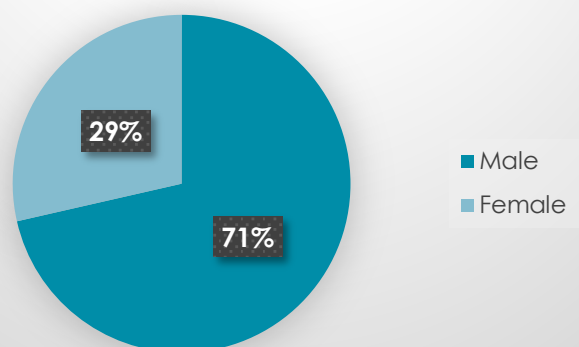
10 members of the Global Leadership team.

North America Management Team



2 members of the North American Leadership Team.

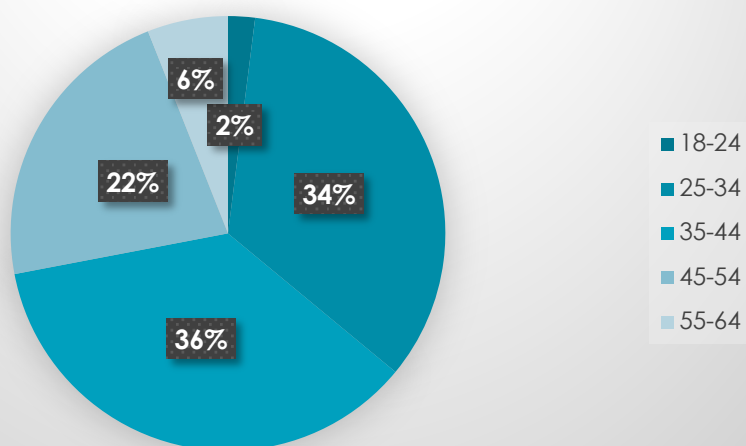
Australia Management Team



7 members of the Australian Leadership Team

Age Profile

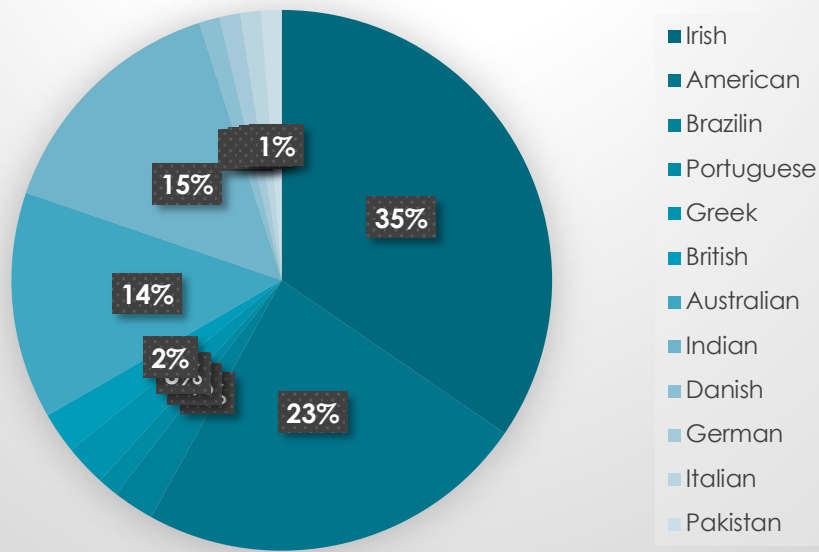
Global Age Profile



94 people globally.

Nationalities

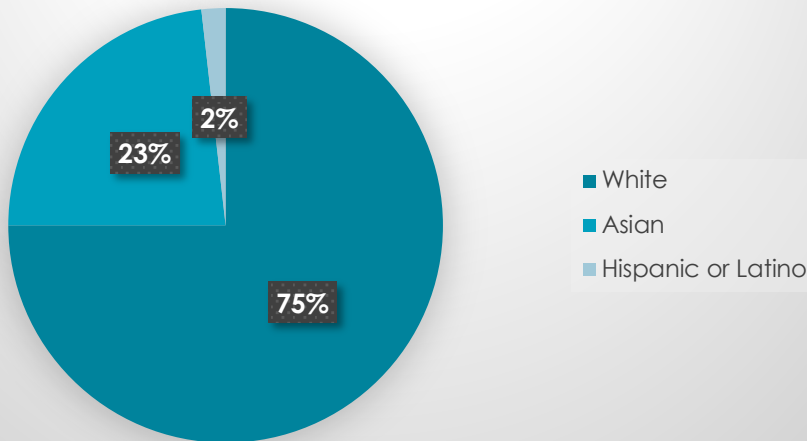
Global Nationalities



82/94 people globally- difficulty collecting this information due to GDPR preferences.

Ethnicity

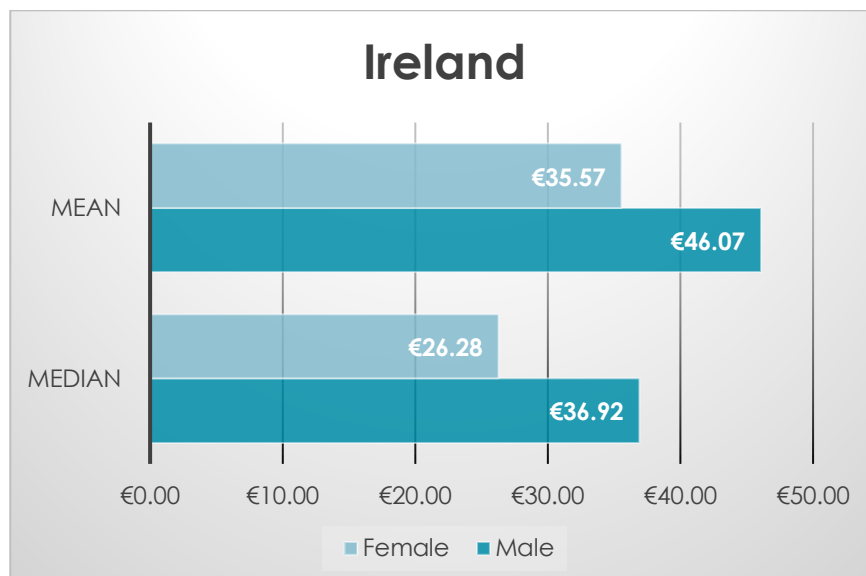
Global Ethnicities



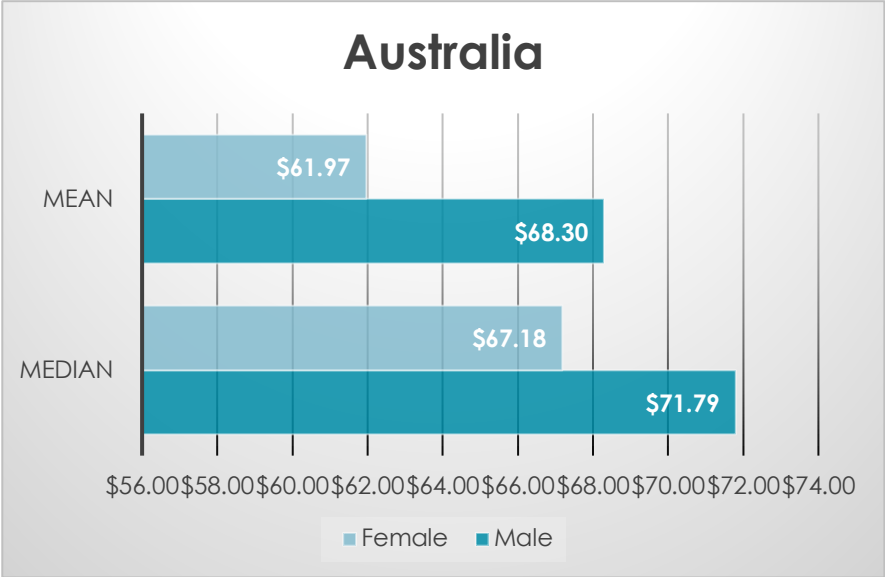
56/94 people globally- difficulty collecting this information due to GDPR preferences.

Gender Pay Gap Report

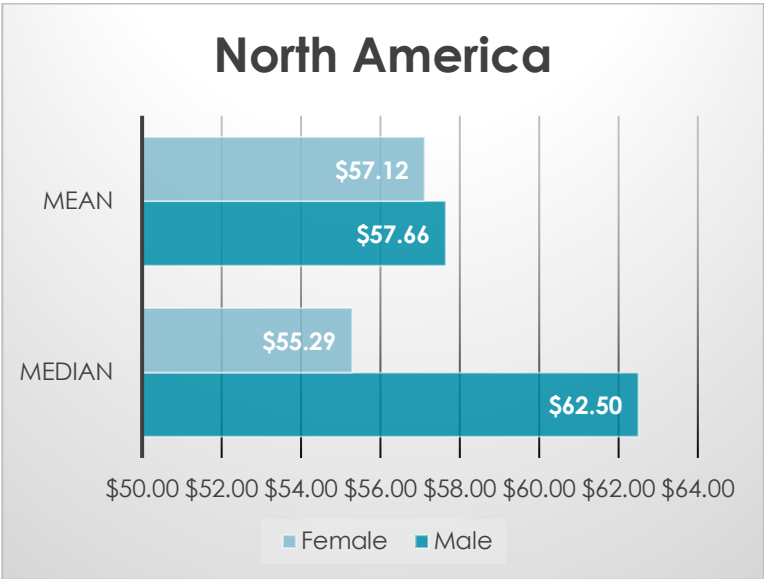
Ireland 2022 Breakdown



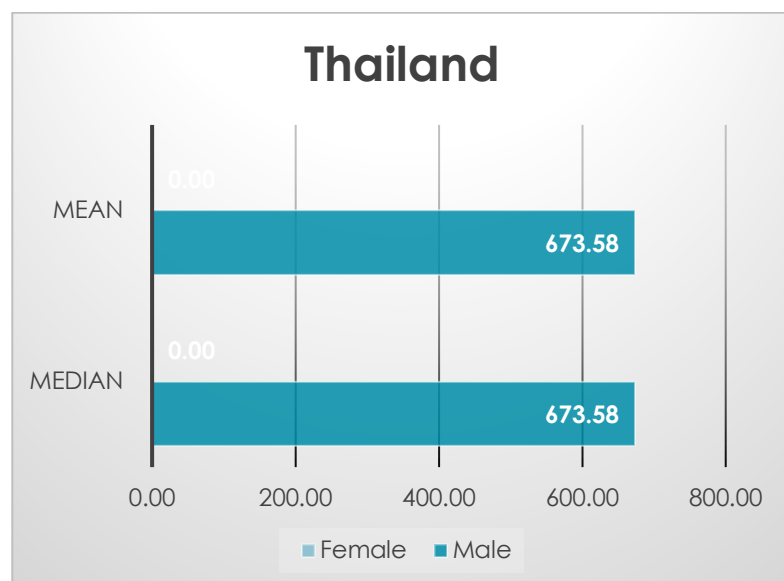
Australia 2022 Breakdown



USA 2022 Breakdown



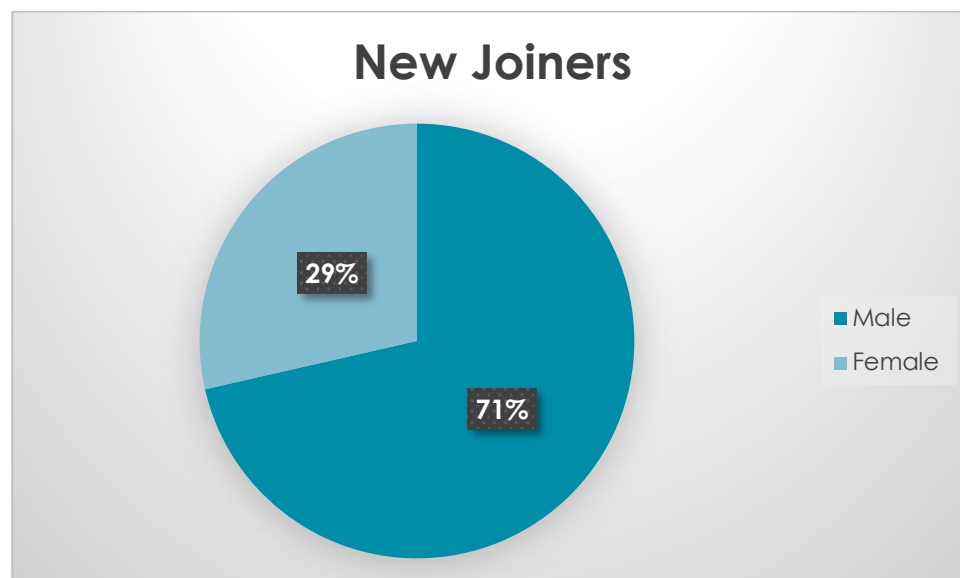
Thailand 2022 Breakdown



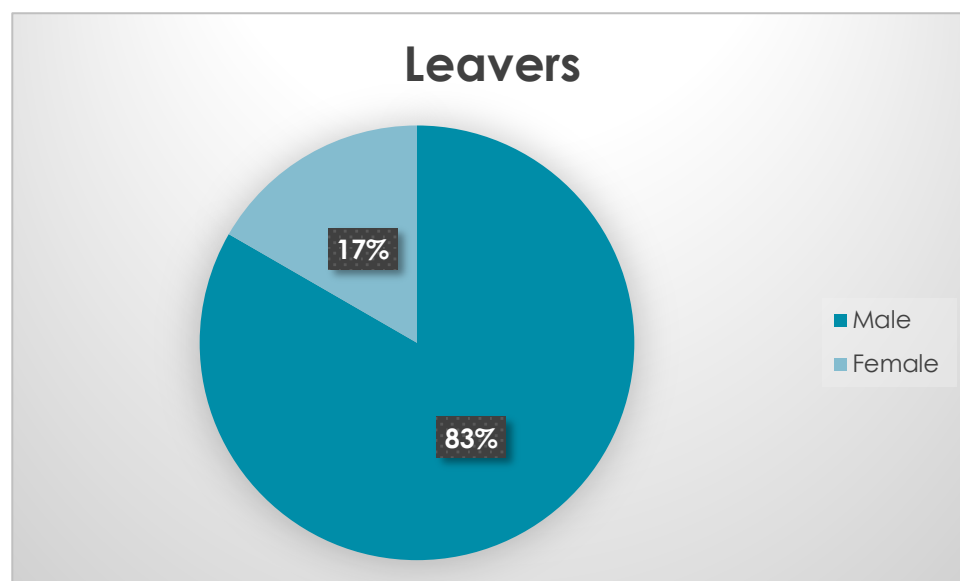
Annual total compensation of CEO to all employees

9:1 ratio based off of compensation including share-based payments compensation and bonuses.

Employee Turnover



Total of 7 additional joiners from 01 July 2022 until 30 September 2022.



Total of 6 leavers from 01 July 2022 until 30 September 2022.

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 2022:

There have been zero workplace accidents reported in 2022.

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 2022.

Learning and Development

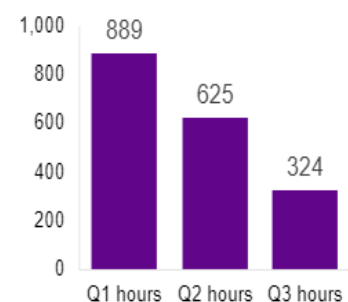
Average annual hours
of training per FTE

37

Continued Professional
Development (CPD) Hours

78.5

Quarterly Learning & Development
Hours 2022



Average annual
expenditure per FTE

€1,176

