



Unifying the care experience.

Diversity & Inclusion Report

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Created By	Aoife Meehan
Approved By	James Fitter
Confidentiality Level	TLP:GREEN



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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
31/12/2022	2.6	Aoife Meehan	Revised version
04/04/2023	2.7	Aoife Meehan	Revised version

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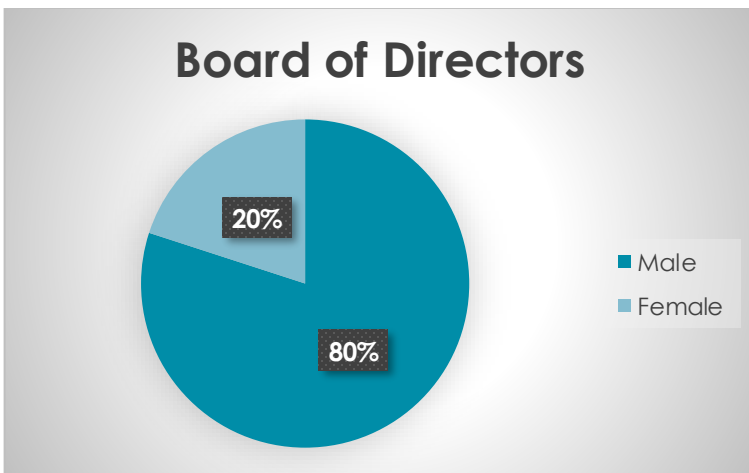
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Gender Balance

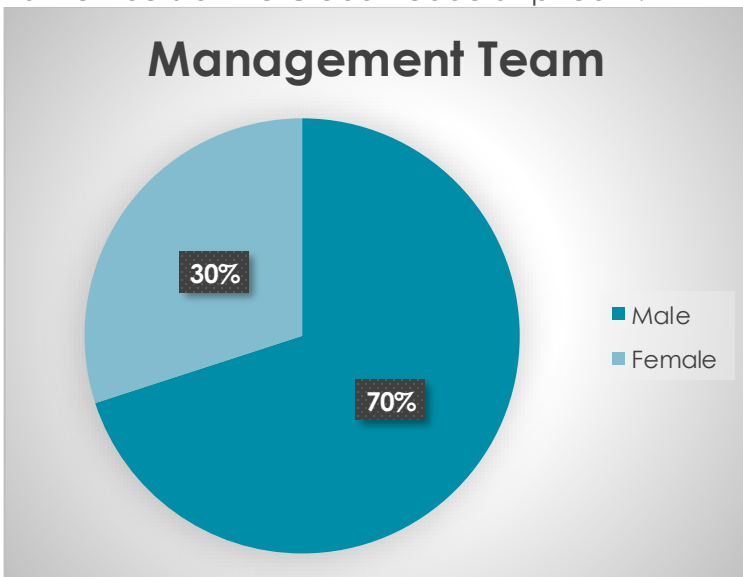
75 People globally.



5 members on the Board of Directors.

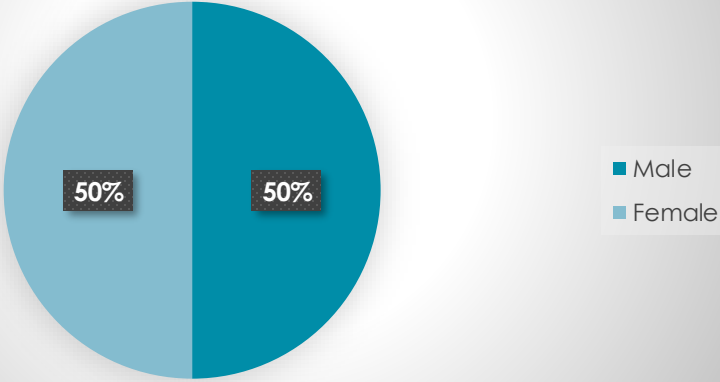


10 members of the Global Leadership team.



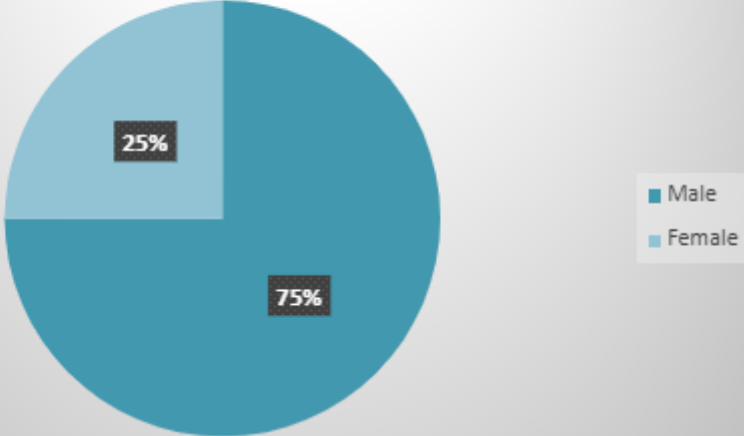
2 members of the North American Leadership Team.

North America Management Team



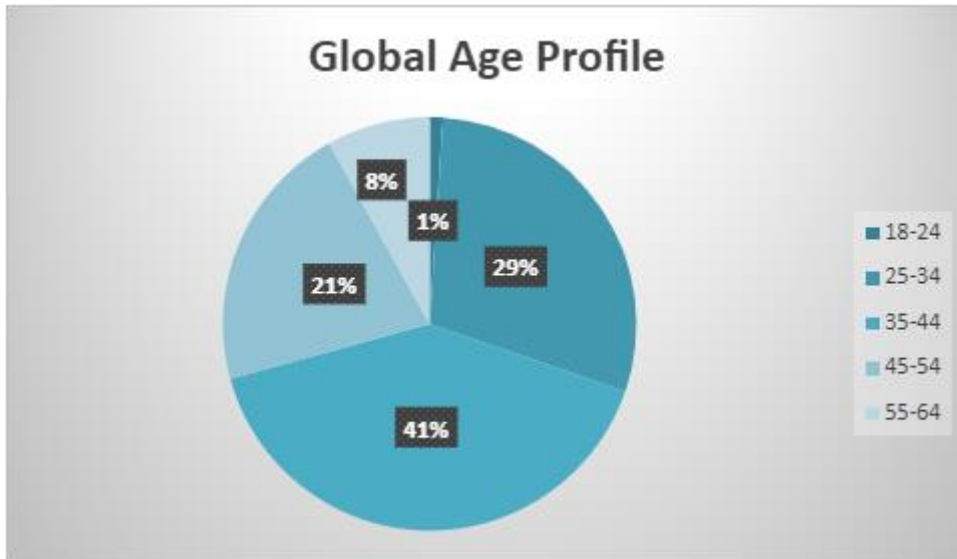
4 members of the Australian Leadership Team

Australia Management Team



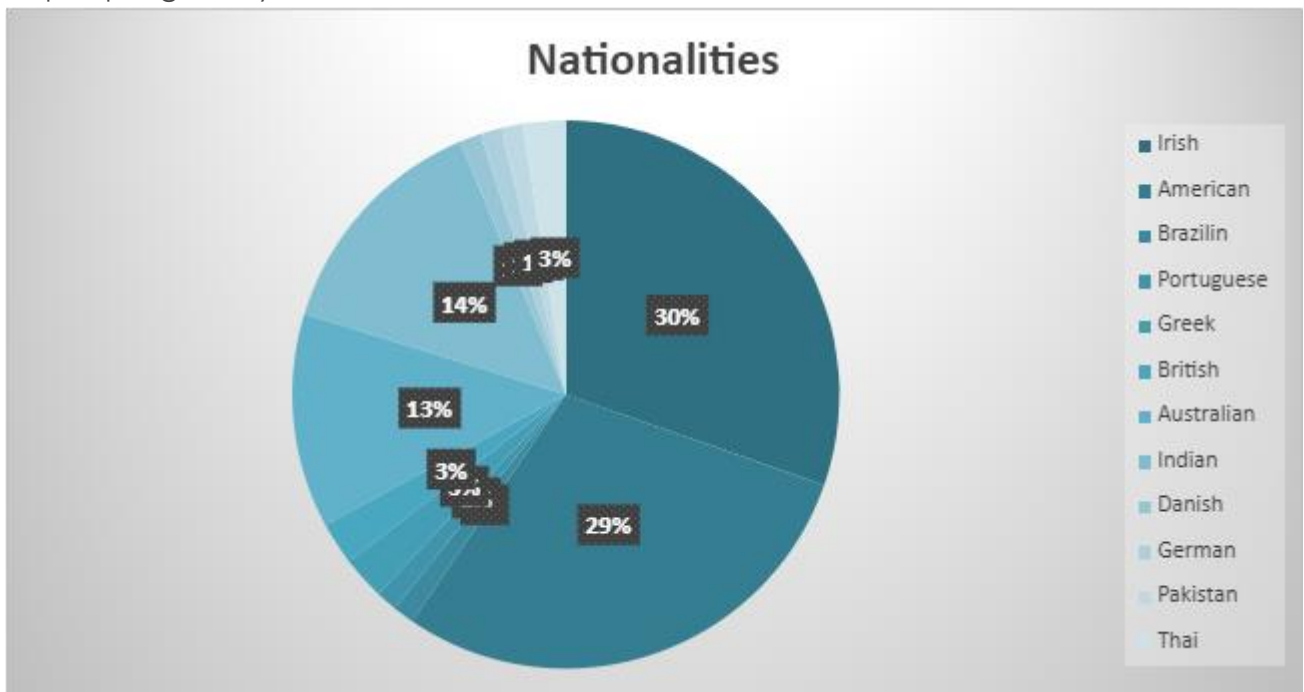
Age Profile

75 people globally.



Nationalities

75 people globally.



Gender Pay Gap Report

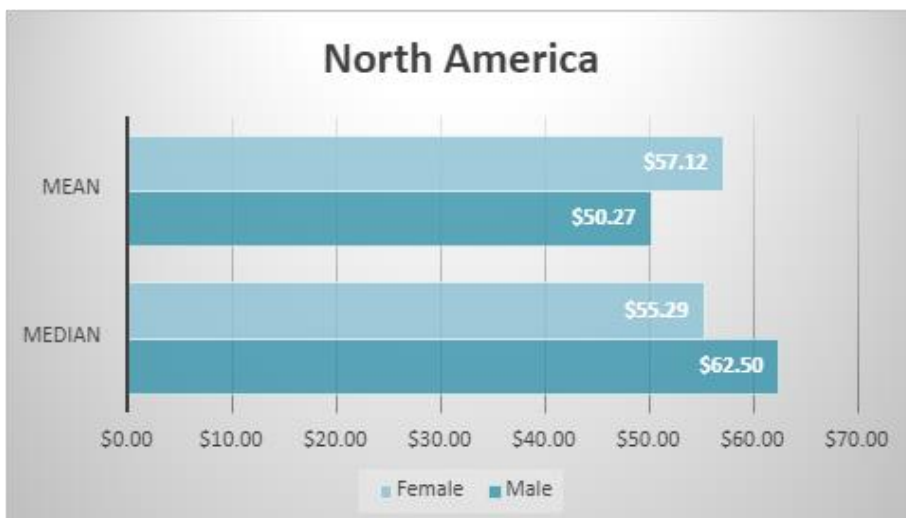
Ireland 2022 Breakdown



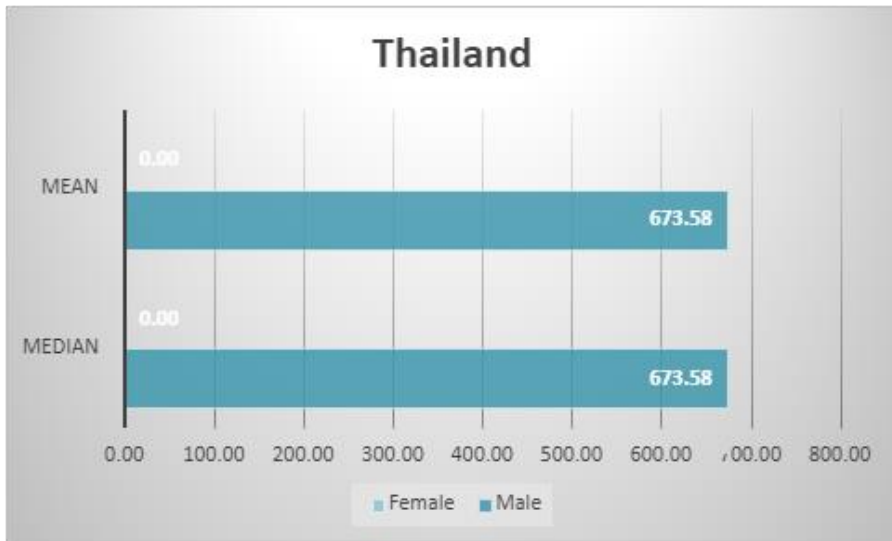
Australia 2022 Breakdown



USA 2022 Breakdown



Thailand 2022 Breakdown



Annual total compensation of CEO to all employees

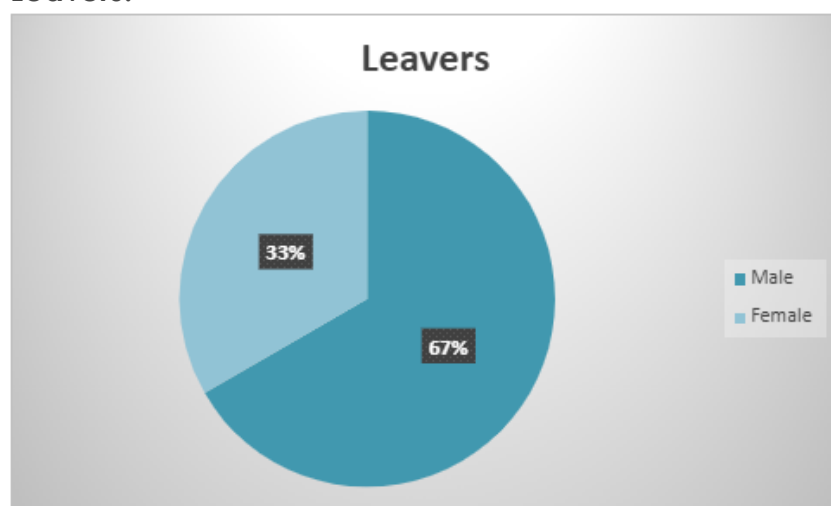
4:1 ratio based of compensation including share-based payments compensation and bonuses.

Employee Turnover

New joiners:

Total of 0 additional joiners from 01 January 2023 until the 31st of March 2023.

Leavers:



A total of 6 leavers from 01 January 2023 until the 31st of March 2023.

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 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 2023:

There have been zero workplace accidents reported in 2023.

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 have undertaken anti-corruption and corporate governance training.

Reported cases of harassment:

There have been zero cases of harassment reported in 2023.

Learning and Development

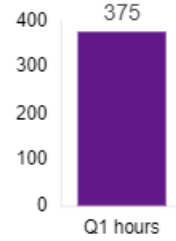
Average annual hours of training per FTE

13

Continued Professional Development (CPD) Hours

5

Quarterly Learning & Development Hours 2023



Average annual expenditure per FTE

€685

Completion Rate

99%

Corporate Governance Training - No. of employees



Completion Rate

99%

Information Security - Compliance Training



Completion Rate

99%

HIPAA Training - No. of employees

