



Unifying the care experience.

# Diversity & Inclusion Report

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Confidentiality Level	TLP: GREEN



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# Change History

Date	Version	Created By	Description of Change
09/11/23	1.0	David Flood & Meadhbh Gaffney	Initial version
12/01/24	1.1	David Flood & Meadhbh Gaffney	Version 1 – Updated graphs and content with Q4 Information.

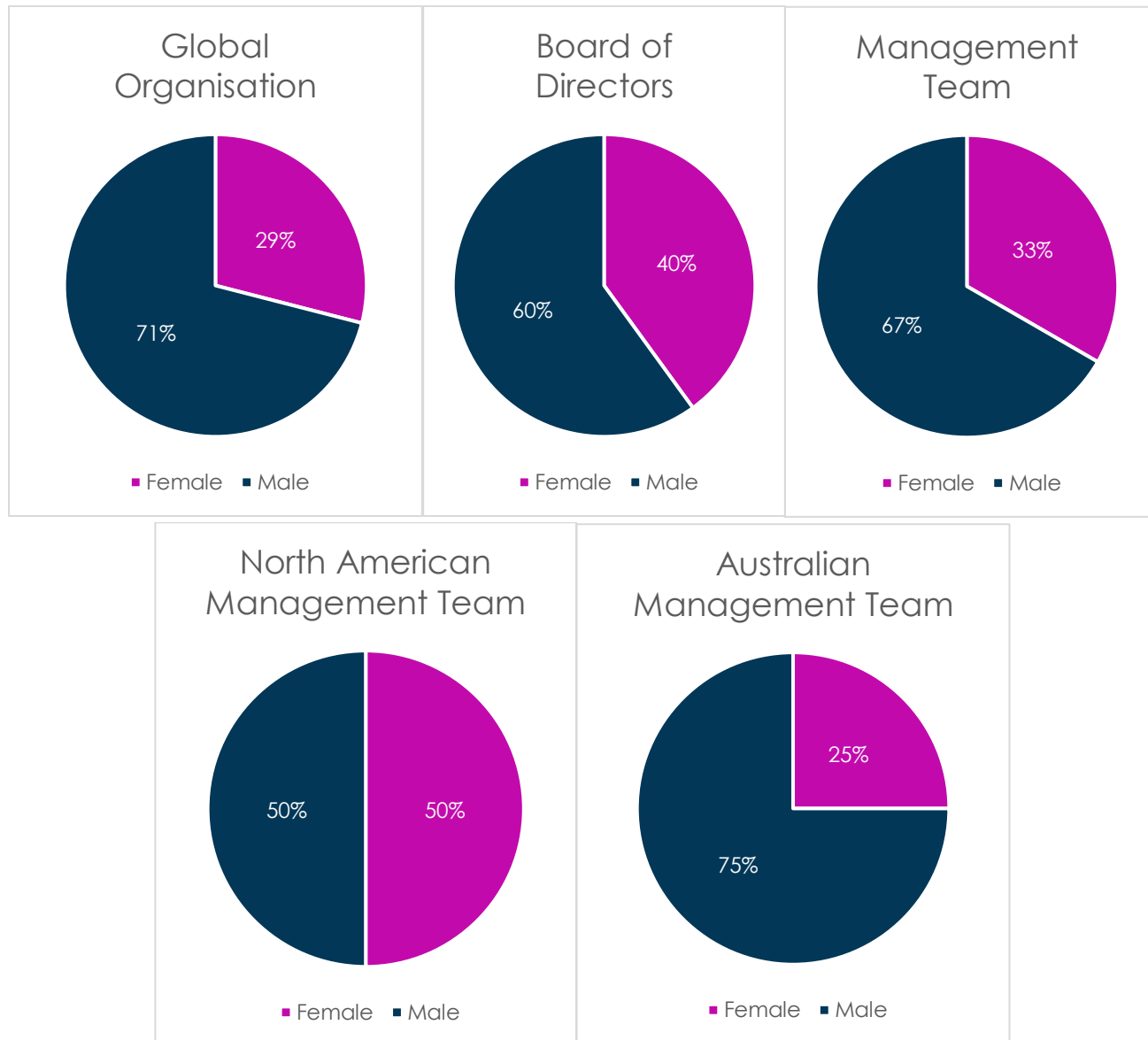
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## Gender Balance

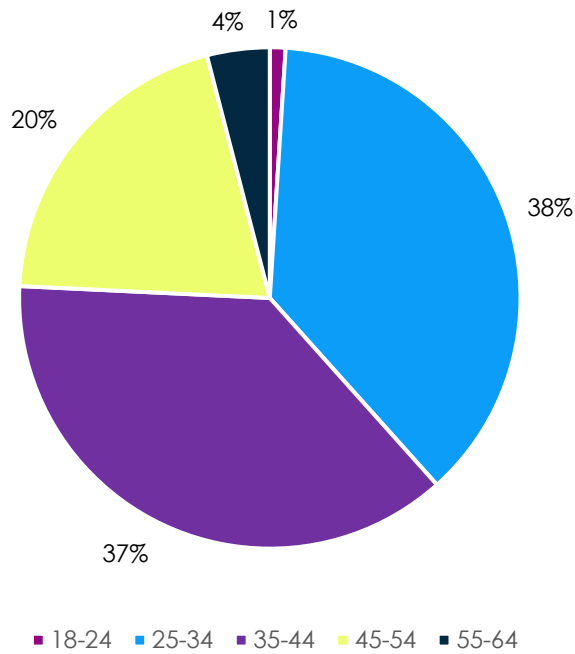
In this section, we present the current gender balance within our organization. These figures reflect our commitment to transparency and creating a diverse, inclusive workplace. We continue to work towards better gender representation through ongoing initiatives and strategies aimed at fostering an environment where all individuals can thrive.



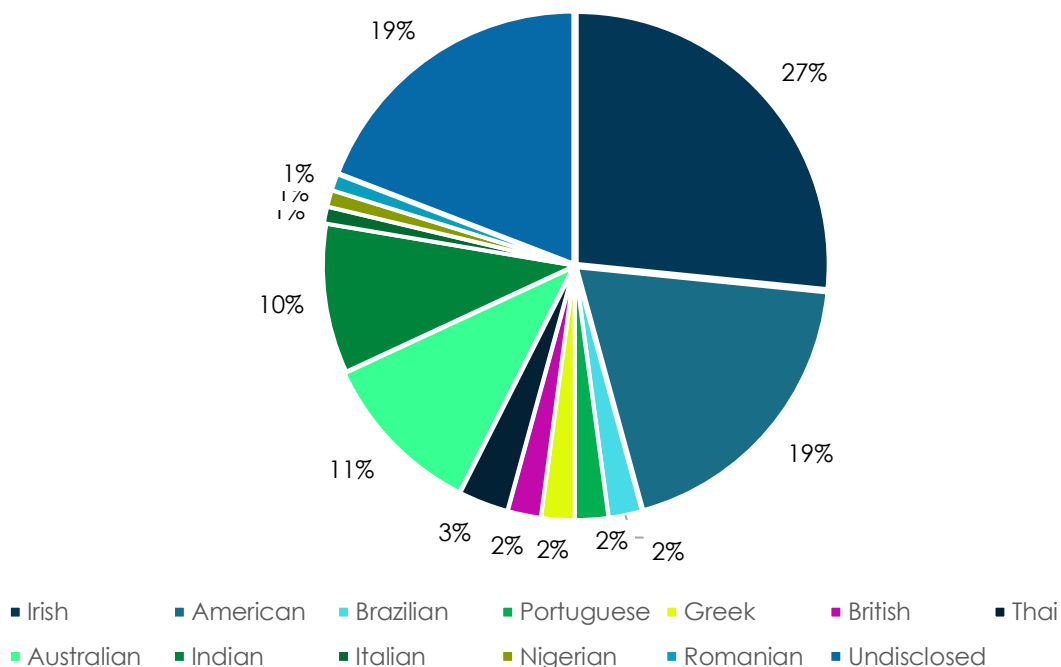
## Age & Nationality Profile

This section outlines the age and nationality diversity within our workforce, emphasizing our commitment to an inclusive environment. We value the varied perspectives each age group and nationality bring, striving to create a workplace where all feel respected and valued.

Global Age Profile

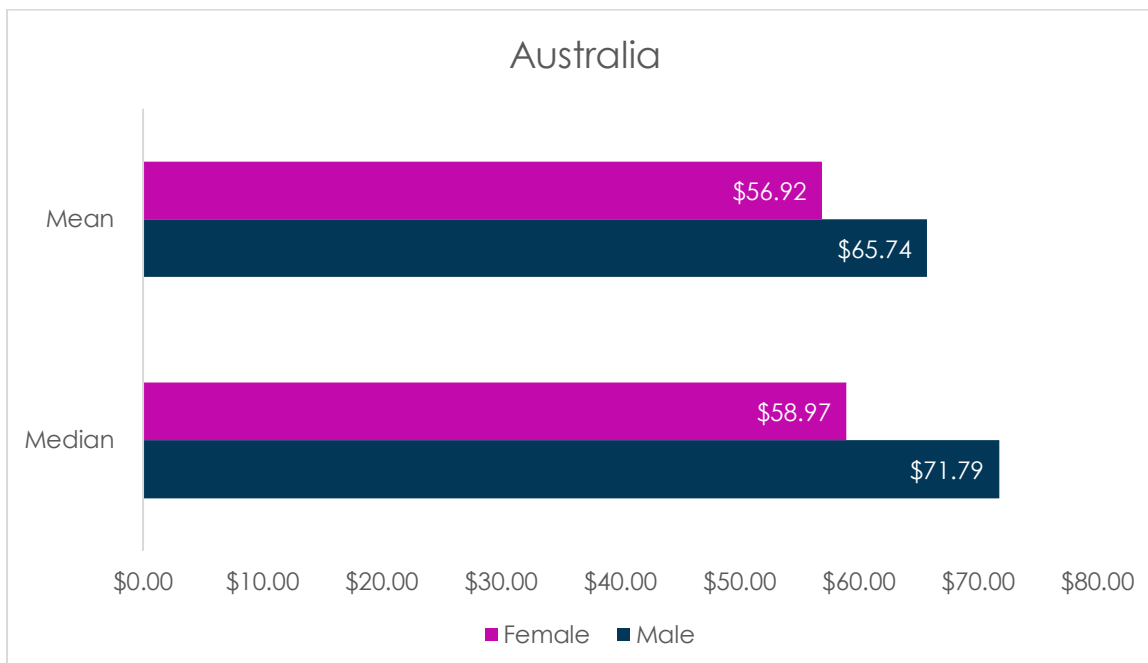


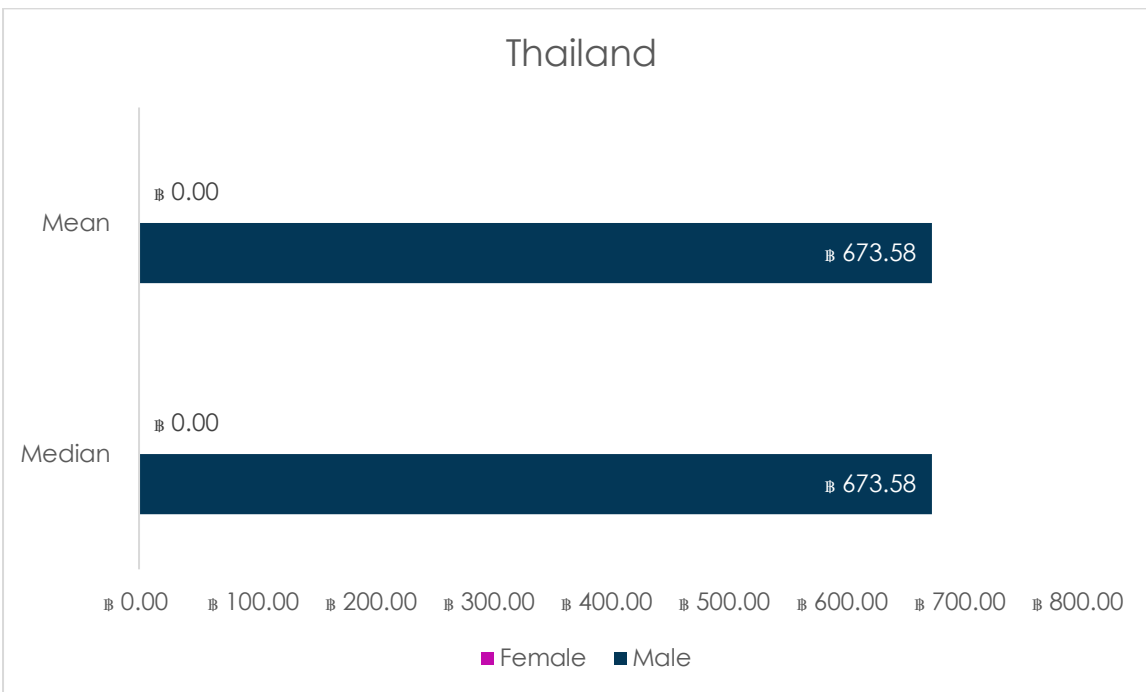
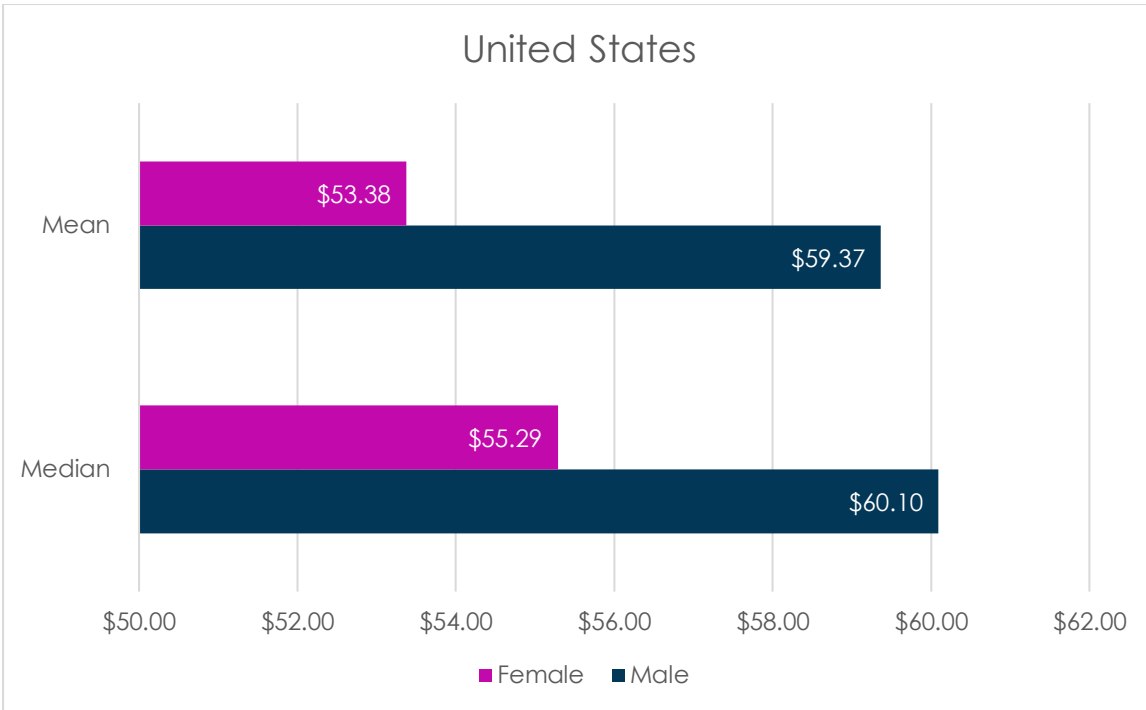
Nationalities



# Gender Pay Gap Report

This section addresses the gender pay gap within our organization. We acknowledge the importance of transparency in understanding and addressing this disparity. Our commitment is to foster a fair and equitable workplace where all individuals are valued equally for their contributions. Through this report, we aim to provide insight into our current standing.



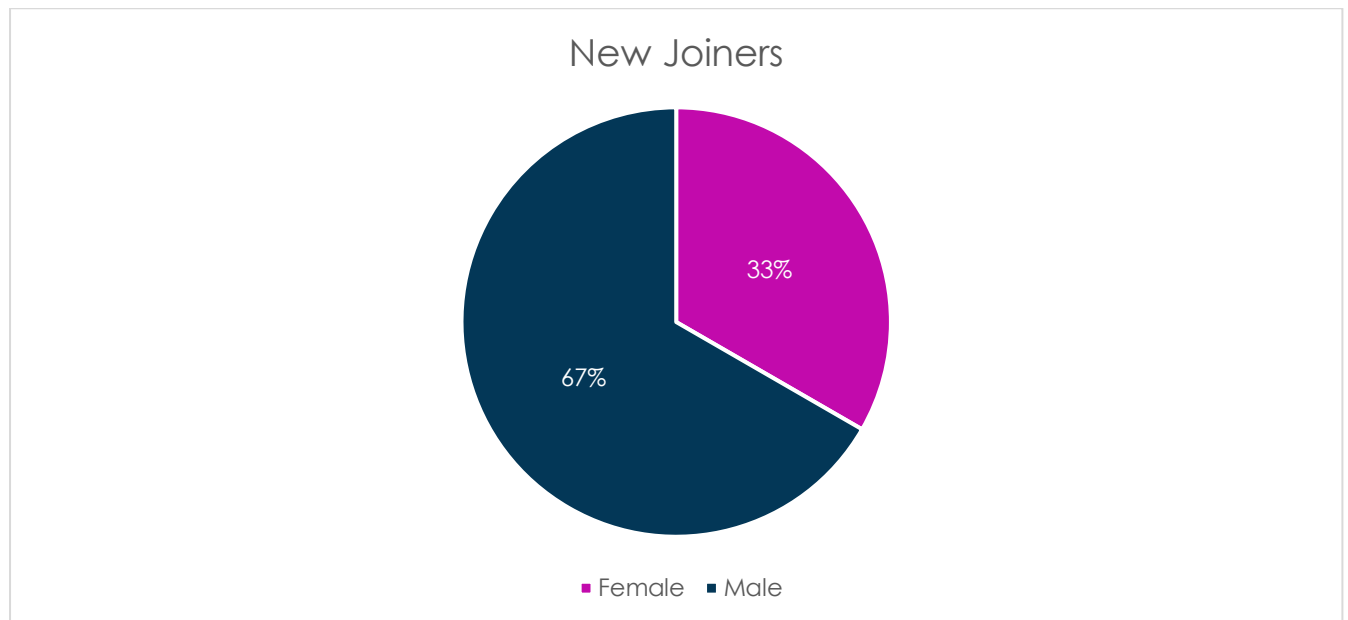


# Annual Total Compensation of CEO to All Employees

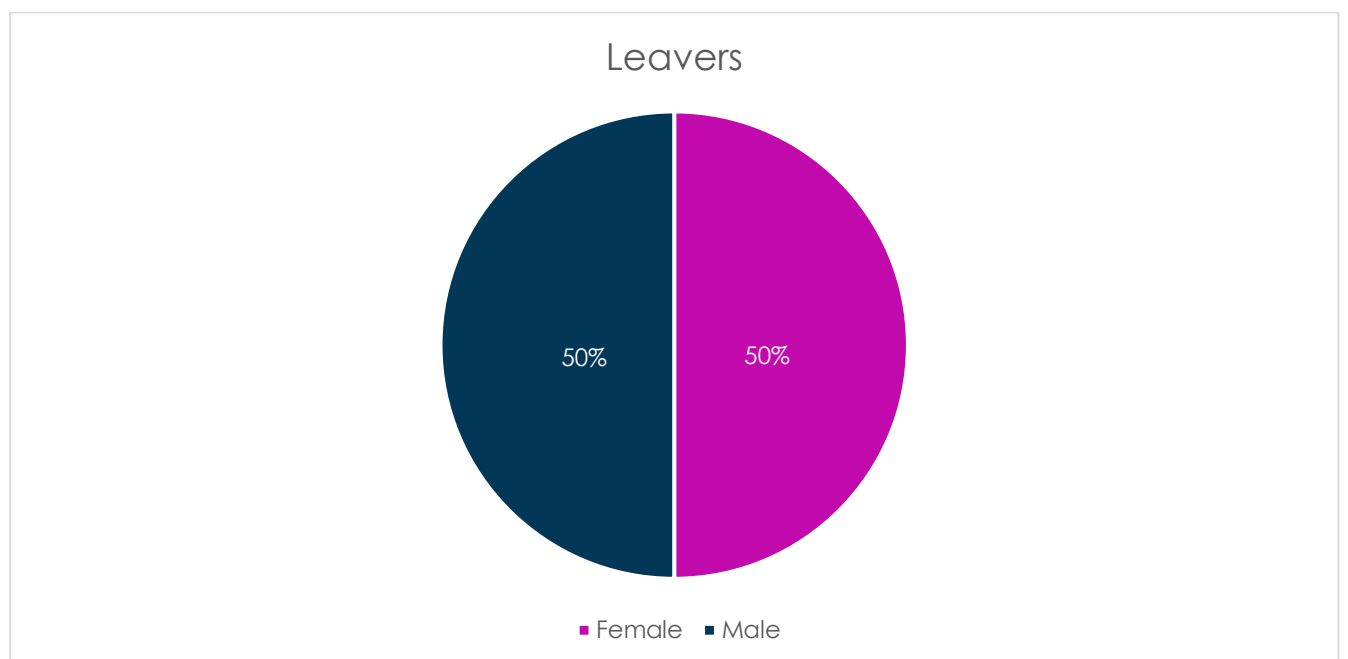
4:1 ratio based on compensation including share-based payments compensation and bonuses.

## Employee Turnover

A total of 9 additional full-time joiners from 1<sup>st</sup> October 2023 until the 31<sup>st</sup> of December 2023.



A total of 2 full-time leavers from 1<sup>st</sup> October 2023 until the 31<sup>st</sup> of December 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 was one minor workplace accident reported in 2023.

We documented a singular workplace incident over the past year which occurred in the Dublin Office. The occurrence involved an employee who experienced a fall from their chair while on a call due to his chair breaking. There was one witness present during the incident.

Promptly following the occurrence, a comprehensive review of all chairs in the Dublin Office was conducted. It was discovered that some chairs exhibited signs of brittleness in their plastic components. In response, we have initiated a proactive measure to replace all chairs acquired from the same batch by the end of Q2 2024.

# Human Rights and Labour 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 labour.

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 were zero cases of harassment reported in 2023.

# Learning & Development

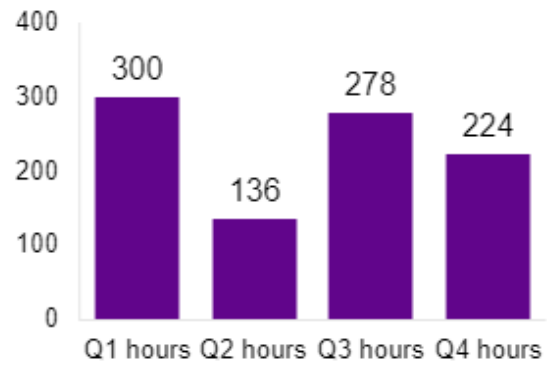
Average annual hours  
of training per FTE

41

Average annual  
expenditure per FTE

€562

Quarterly Learning & Development Hours  
2023



Completion  
Rate

96%

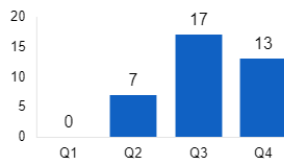
Completion  
Rate

99%

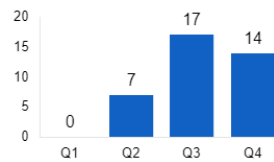
Completion  
Rate

96%

Corporate Governance Training -  
No. of employees



Information Security - Compliance  
Training



HIPAA Training - No. of employees

