

RYMAN HEALTHCARE LIMITED

DIVERSITY POLICY

We are committed to strengthening our culture of diversity and inclusion.

Our people are our most valuable asset, and the collective sum of their individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent, represents a significant part of not only our culture, but our reputation and achievements to date. It is also the foundation for the success of our future.

We embrace and encourage our employees' differences in age, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our team members unique.

Ryman Healthcare's diversity initiatives are applicable, but not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; restructures; and terminations.

We are continually developing a work environment that is built on the premise of gender and diversity equity that encourages and enforces:

- Respectful, kind and positive communication and cooperation between all
- Teamwork and employee participation, providing the representation of all groups and employee perspectives.
- Work/life balance through varied work schedules to accommodate employees' needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

As part of Ryman's approach to diversity and inclusion, the Board will establish measurable objectives for assessing performance against this policy (including for achieving gender diversity) which will form part of this policy. To ensure continued focus and prioritisation, Ryman's progress in achieving these objectives will be assessed annually. The Board will also annually review (and reset if necessary) the measurable objectives for achieving and promoting diversity and inclusion.

Everyone in the Ryman family has a responsibility to treat others with dignity and respect at all times. This includes behaviours that reflects inclusion during work, at work functions on or off the work site, and at all other Ryman-sponsored and participative events.

Any individual found to have exhibited any inappropriate conduct or behaviour towards others may be subject to disciplinary action.

Should any person believe they have been subjected to any kind of discrimination that conflicts with our diversity policy and initiatives, they should seek assistance from an on-site supervisor or a member of our HR team (humanresources@rymanhealthcare.com or +643 366 4069) or refer to the Whistleblower policy.

OWNERSHIP AND REVIEW

Approver: Ryman Healthcare Board
Reviewer: Remuneration and Nominations Committee
Ownership: Group Shared Services Manager
Review: Annual or as necessary