

Virtus Health Pty Ltd

Environmental, Social and Governance Policy

July 2023



Scope

The Virtus Health (**Virtus**) Environmental, Social and Governance (**ESG**) policy has been adopted by Virtus and all its entities globally. Reference to 'we' and 'our' means each entity of the Virtus Health network.

Any new entities joining the Virtus Health network will adopt the principles set out in this policy within 12 months.

Virtus will review the content of this policy annually.

Relationship to other documents

This policy should be read in conjunction with:

- The Virtus Health Environmental, Social and Governance (ESG) Steering Committee Charter

Purpose

This policy reflects Virtus' shared commitment to ensure that ESG principles and practices are upheld across our global network and embedded in the way that we work.

The purpose of this policy is to formalise Virtus' commitment to supporting and adopting responsible practices across our clinical, scientific and corporate operations.

The policy underpins the objectives of Virtus' ESG Steering Committee (**SteerCo**).

The ESG SteerCo facilitates collaboration between Virtus and its entities, with the aim of enhancing consideration of ESG principles and practices across the Virtus network and demonstrating ESG leadership in the ART sector.

The ESG SteerCo consists of the Virtus Health Senior Executive team, including, the Chief Executive Officer and their direct reports. The SteerCo Chair, appointed by the CEO and rotated among SteerCo members on a 12 monthly basis, will lead SteerCo commitments.

Virtus will act in accordance with the following ESG ambition and principles.

ESG Ambition

Virtus is a purpose-driven and values-led organisation. We have a rich history of making a positive difference to the communities in which we operate. Each day our teams deliver exceptional care and service and seeks to add value to the community through their work. Through our ESG work we aim to build upon this foundation to:

- **Drive community access and awareness:**
 - we place our patients at the centre of our services with the aim of providing accessible, equitable and inclusive services for all;
 - we share knowledge to educate the public and drive awareness of infertility and reproductive health challenges.
- **Improve clinical and scientific outcomes:**
 - we invest in research, development and innovation to better clinical and scientific protocols, advance digital health and technologies, and improve patient experiences and outcomes globally;
 - we prioritise the physical, mental and emotional wellbeing of our patients.
- **Drive responsible and sustainable business practices:**
 - we adopt a strong risk management culture and operate at the highest ethical standards, managing modern slavery risks in our supply chains, prioritising supplier quality and safety, and protecting the data of our patients, employees and doctors;
 - we contribute to a sustainable future through proactively monitoring and managing climate risks and opportunities, and managing waste and resources efficiently.
- **Empower our people:**
 - we build a workplace culture on teamwork, diversity, equity and inclusion.
 - we prioritise the health, safety and wellbeing of our employees and doctors, and we operate at the highest professional and behavioural standards to attract and retain highly competent people with shared values.

ESG Principles

Collaboration

We collaborate via the ESG SteerCo, comprising the Chief Executive Officer and their direct reports. The ESG SteerCo ensures that we adopt responsible practices across our operations that contribute positively to society and the environment. The SteerCo adopts a collaborative approach to ESG, appointing appropriate team members to ESG initiatives, and where appropriate sub-committees, to share knowledge, lend their skills and support the successful delivery of ESG objectives.

Decision-making

We incorporate ESG considerations into our organizational decision-making, with the ESG SteerCo driving material and directional decisions at a global level and operational leaders driving decisions specific to their relevant business unit and jurisdiction.

Active ownership

We actively take ownership of ESG risks and opportunities through the development and execution of our ESG Action Plan which outlines the initiatives that we will undertake in order to address the ESG matters most material to our operations and ongoing success.

Virtus' Head of ESG leads the implementation of the ESG Action Plan, ensuring initiatives are carried out and objectives achieved, and is responsible for convening SteerCo meetings, and reporting key metrics to the ESG SteerCo and Virtus Board.

Public disclosure

We are committed to meeting regulatory reporting requirements in relevant jurisdictions, with an understanding that Virtus' entities may have differing obligations based on their geographic location.

We publish our ESG policy and associated Charters to the Virtus Website.

ESG pillars

In 2023, Virtus undertook a materiality assessment with key operational, clinical, scientific and executive stakeholders and representatives across all jurisdictions to discuss, identify and assess the ESG topics most material to our organization globally. The group identified 12 material categories and four priority areas for near-term focus. The materiality outputs and proposed actions were presented to and endorsed by the Virtus Board in May 2023.

PILLAR	OUR COMMITMENT
Climate change, energy and emissions	Understanding and managing Virtus' energy use and emissions and how these contribute to climate change. This includes proactively managing our climate risks and opportunities.
Resource use and waste management	Managing resources efficiently, to reduce waste, as and when allowed by the regulatory environment. This includes a focus on waste from medical consumables and actively moving towards a circular economy model.
Safe and responsible procurement	Prioritising supplier quality and safety to contribute towards successful fertility service delivery. In addition, considering the environmental and social impacts of sourcing decisions, to mitigate harms, and beyond this, realise positive impacts.
Human rights and modern slavery	Identifying and managing modern slavery issues and risks across the value chain. This includes, but is not limited to, integrating modern slavery risk assessment in procurement management, and fulfilling jurisdictional reporting requirements, where relevant.
Ethics, risk management and controls	Managing the business to the highest ethical standards across procurement, access to services, embryo selection, application of innovation and research, and management of genetic material. Ensuring ethics and risk management practices are in line with legal and regulatory guidelines.

Diverse and inclusive patient access	Enhancing access to assisted reproductive services for current and future patients, considering a range of diversity, equity and inclusion factors. For example, costs of services, geographic location of services and demographics of patients, e.g. sexuality, gender identity, ethnicity, cultural heritage, religion, etc.
Patients and their health outcomes	Considering how patients are treated throughout assisted reproductive services, prioritising physical, mental and emotional wellbeing, alongside patient outcomes.
Confidentiality, data privacy and security	Protecting and securing the data of our patients, employees and doctors. Ensuring donor anonymity is protected in line with jurisdictional requirements and regulatory guidelines.
Workplace health, safety and wellbeing	Prioritising the health, safety and wellbeing of our people and doctors. This includes protecting physical safety, supporting mental wellbeing and minimising psychosocial risks to the workforce.
Employee engagement and experience	Managing the workforce to attract and retain highly competent people who operate to high professional and behavioural standards. This includes developing a strong workplace culture, encouraging diversity, equity and inclusion, teamwork, supporting professional development, and appropriately rewarding our people.
Research and innovation	Contributing to the ARS industry and medical community via developing and sharing knowledge to better clinical and scientific protocols, advance digital health and technologies, and improve experiences and outcomes globally. This includes educating/influencing governments to inform policy developments and increase access to fertility services.
Education and awareness	Educating the public and sharing knowledge to raise social awareness around reproductive health and fertility challenges, and destigmatise infertility. Improving experiences and building a sense of community when considering and undergoing ARS treatments.

ESG Governance

The Virtus Board

We seek Board review and endorsement of our ESG Policy, SteerCo Charter and Action Plan as appropriate. We commit to Board review of our ESG documentation every three years as a minimum.

The ESG SteerCo

The ESG SteerCo oversees Virtus' ESG initiatives, supporting implementation through enabling collaboration across business units and access to appropriate skill-sets and knowledge within the business to help deliver ESG outcomes.

The ESG SteerCo holds authority on major decisions to ensure we balance ESG outcomes with other business priorities.

The Head of ESG

Virtus' Head of ESG is responsible for the development and successful implementation of the ESG Action Plan. Reporting progress quarterly into the ESG SteerCo and annually to the Virtus Board.