
Document Name:	Virtus Health Group – Diversity & Inclusion Policy
Originating Department:	People & Culture
Responsible Person:	Chief People Officer
Document Number:	VH-P&C-D&I Policy-Mar 26-v5.0

Key definitions are defined in **Annexure 1**.

1. Policy Statement

Virtus Health is committed to fostering a workplace that values diversity and promotes inclusion. This Policy provides a framework through which Virtus Health supports equitable opportunities, respectful behaviours and an inclusive environment for all people who work with or engage with the organisation.

Virtus Health supports the principles of equal employment opportunity across all aspects of employment, including recruitment, development, performance management and career progression. Employment-related decisions are made based on merit, capability, qualifications and organisational requirements.

We aim to maintain a workplace where individuals are treated with dignity, fairness and respect.

We recognise that diversity strengthens our organisation. Our employees, doctors, patients and partners bring a wide range of backgrounds, experiences and perspectives. By embracing these differences, we foster an inclusive culture where people feel valued, supported and able to contribute fully.

Virtus Health is committed to providing equitable opportunities that enable individuals to realise their potential and contribute to organisational success. We believe that inclusive workplaces support better decision-making, innovation and outcomes for our people, patients and communities.

The Virtus Health Board and management support and promote diversity and inclusion across the organisation as part of Virtus Health's culture and strategic objectives. Leaders at all levels are expected to model inclusive behaviours and actively support the principles outlined in this Policy.

Virtus Health complies with all relevant federal, state and territory anti-discrimination, human rights and workplace laws, including but not limited to the *Fair Work Act 2009* (Cth), *Sex Discrimination Act 1984* (Cth), *Racial Discrimination Act 1975* (Cth), *Disability Discrimination Act 1992* (Cth), *Age Discrimination Act 2004* (Cth), and equivalent state and territory legislation.

2. Scope

This Policy applies to all people engaged by Virtus Health, including:

- employees (full-time, part-time and casual);
- Board members;

- contractors and consultants;
- doctors and clinicians; and
- any other third parties working with or on behalf of Virtus Health.

Everyone covered by this policy is expected to uphold the principles of diversity, inclusion and respectful behaviour in their work and interactions.

3. Implementation and Governance

The Board provides oversight of the implementation of this Policy and monitors progress against diversity and inclusion objectives. Management is responsible for implementing this Policy and for developing and maintaining initiatives that support diversity and inclusion across the organisation.

Further governance responsibilities are outlined in section 4.3.

4. Understanding Diversity and Inclusion

4.1. What is diversity?

Diversity refers to the range of characteristics, backgrounds and perspectives that make individuals unique.

Virtus Health adopts a broad and inclusive definition of diversity, recognising both visible and non-visible differences. This may include gender, intersex status and gender identity, age, race, ethnicity and cultural background, sexual orientation, religion or belief, nationality and language, disability and neurodiversity, socio-economic background, marital or family status, education, professional background, and life experience.

By recognising and valuing these differences, Virtus Health seeks to create an environment where diverse perspectives are respected and contribute to better outcomes for our people, patients and organisation.

4.2. Creating an Inclusive Workplace

Virtus Health is committed to providing a workplace that is free from discrimination, harassment and victimisation.

We aim to ensure that an individual's background, identity, personal circumstances or perspectives do not create barriers to participation, contribution or career progression.

Virtus Health seeks to provide equitable access to opportunities across all levels of the organisation, including the workforce, management and senior leadership. Leaders are expected to foster an inclusive environment where employees are treated fairly and supported to develop and succeed. All employees are expected to contribute to a respectful workplace culture and to treat colleagues, patients and partners with dignity and respect.

4.3. Board and Senior Executive Diversity

Virtus Health recognises that diversity at leadership levels strengthens decision-making and organisational performance. The Board considers diversity when developing succession plans and making appointments to the Board and senior executive roles. Appointments are based on a range of factors including skills, experience, qualifications and organisational needs. The Board also considers diversity of background, experience, gender and perspective as part of its approach to building an effective and balanced leadership team.

4.4. Flexible Work

Virtus Health recognises the importance of supporting employees to balance work with family, caring and personal responsibilities.

Where operational requirements allow, flexible work arrangements may be available, including adjusted working hours, remote work, part-time arrangements or other flexible options. Requests are considered in accordance with operational requirements, organisational policies and applicable legislation.

Virtus Health also supports reasonable workplace adjustments for employees where practicable, including adjustments relating to disability, health conditions, pregnancy or other individual circumstances.

4.5. Merit-Based Employment Practices

Virtus Health values the skills, abilities and potential of all individuals.

Employment decisions, including recruitment, promotion and development opportunities, are based on merit, capability and organisational requirements. Virtus Health seeks to remove unnecessary barriers that may limit individuals' ability to participate or progress within the organisation. Recruitment, selection and development processes aim to be fair, transparent and inclusive.

5. Promoting Diversity and Inclusion

5.1. Initiatives and Measurable Objectives

Virtus Health supports diversity and inclusion through organisational policies, people practices and leadership accountability.

Virtus Health participates in national reporting and benchmarking initiatives that support transparency and continuous improvement in workplace equality. This includes reporting to the Workplace Gender Equality Agency (WGEA), which monitors gender equality indicators such as workforce composition, pay equity, flexible work practices and leadership representation.

Virtus Health periodically reviews its diversity and inclusion initiatives and measurable objectives to ensure they remain effective and aligned with organisational priorities and applicable legislation.

5.2. The Board's Role

The Board provides oversight of Virtus Health's diversity and inclusion framework. In this role, the Board is responsible for:

- promoting diversity and inclusion as an organisational and cultural priority;
- approving measurable diversity objectives that support diversity of background, experience, perspective, including at the Board and senior leadership levels;
- monitoring progress against these objectives;
- reviewing the effectiveness of this Policy and related initiatives; and
- supporting transparency and accountability in diversity and inclusion reporting, where appropriate.

6. Inclusive Care for Patients and Consumers

6.1. Inclusive Behaviours

Virtus Health is committed to providing respectful, inclusive and equitable care for all patients and consumers.

We adopt a “behaviours over beliefs” approach to our interactions with patients and consumers. This recognises respectful behaviour and inclusive communication are essential to creating a safe and welcoming environment for patients, families and colleagues.

Staff and clinicians are expected to treat everyone with dignity and respect and to use inclusive language that acknowledges people of diverse genders, identities, cultural backgrounds, religions and beliefs.

Virtus Health aims to ensure that our clinics and services are safe, welcoming and inclusive environments. Where appropriate, staff and clinicians are provided with training and education to support inclusive behaviours and respectful patient care. Virtus Health also aims to provide services in a manner that respects cultural diversity, accessibility needs and individual patient circumstances.

7. General

7.1. Links to Related Legislation, Procedures and Documents

- Code of Conduct
- Equal Employment Opportunity Policy
- Bullying, Harassment and Sexual Harassment Policy
- Flexible Work Policy
- Commonwealth equal opportunity, human rights and anti-discrimination legislation, including the Fair Work Act 2009 (Cth), Sex Discrimination Act 1984 (Cth), Racial Discrimination Act 1975 (Cth), Disability Discrimination Act 1992 (Cth), Age Discrimination Act 2004 (Cth) and equivalent Australian state and territory legislation

7.2. Review and Evaluation

Accountable Role	Title
Document Author	Alice Rynne, Senior HR Business Partner
Responsible Person	Keren Osborn, Chief People Officer
Document Approver	Executive Leadership Team

Next Review Date: 13 March 2028

7.3. Document History

Version	Version Date	Description of Change
1.0	19/08/2016	Adopted by the Board on 19 August 2016
2.0	21/07/2017	Adopted by the Board on 21 August 2017

3.0	17/08/2018	Adopted by the Board on 17 August 2018
4.0	16/08/2019	Adopted by the Board on 16 August 2019
5.0	13/03/2026	Document approved by the Executive Leadership Team

Annexure 1 Key Definitions

Term	Definition
Board	The Board of Directors of Virtus Health.
Diversity	The range of visible and non-visible differences among individuals including gender, age, ethnicity, culture, disability, sexual orientation, beliefs, life experiences and professional background.
Inclusion	The practice of creating environments in which everyone feels respected, valued and able to contribute fully regardless of their background or identity.
Subsidiaries	Has the meaning given to that term in the <i>Corporations Act 2001</i> (Cth).
Virtus Health	Viney HoldCo Pty Ltd and each of its Subsidiaries.