

Sonic Healthcare – FY2015 Employer Factsheet

OUR TEAM

Sonic Healthcare employs over 30,000 people as at the date of this report, across a broad spectrum of professional skills. We provide a workplace that is founded on the principles of professionalism, ethical behaviour, equal opportunity and reward based on merit. Sonic is considered an 'employer of choice' in our markets due to the respect we offer to individuals and to the medical profession as a whole.

Personnel by country (comparison to prior year and % of total)

| Country | % | Head Count | |
|----------------|---------------|---------------|---------------|
| | 30 June 2015 | 30 June 2015 | 30 June 2014 |
| Australia | 51.9% | 15,310 | 14,669 |
| New Zealand | 0.8% | 231 | 412 |
| United Kingdom | 5.0% | 1,479 | 852 |
| Ireland | 0.2% | 56 | 69 |
| Germany | 18.2% | 5,386 | 5,111 |
| Switzerland | 0.8% | 237 | 217 |
| Belgium | 1.5% | 454 | 439 |
| United States | 21.6% | 6,370 | 6,048 |
| Total | 100.0% | 29,523 | 27,817 |

Sonic continues, through challenging global economic conditions, to increase our employment in local markets of operation. This is in a large part due to the strength and stability of Sonic's medical model and growth strategies.

Personnel turnover of our global diagnostic workforce

| | FY2015 |
|-----------------------------|--------|
| Senior leadership attrition | 6.4% |
| Total attrition | 15.7% |

Sonic's culture and structure have served to attract and retain top pathologists, radiologists, technical and scientific staff and managers, with staff turnover at this important senior level consistently at very low levels. The total attrition rate of 15.7% for FY2015 is equivalent to an average length of service of 6.4 years, while the senior leadership attrition of 6.4% for FY2015 is equivalent to an average length of service of 15.6 years. Our senior leadership group includes executive managers, line managers, pathologist and radiologists, and is 7.3% of the total diagnostic workforce.

Temporary staff and contractors engaged within the global Sonic workforce

| | FY2015 |
|--|--------|
| Temporary staff and contractors engaged within total workforce | 2.7% |

The above table reflects the percentage of employees that are contracted or employed on a short fixed-term basis.

TRAINING OPPORTUNITIES

Sonic is strongly committed to continuous professional development across all areas of our practices. We actively identify our employees' training needs to ensure we provide relevant, appropriate and timely opportunities for progressing our personnel's skills and knowledge. Conference leave is often included in pathologists and radiologist employment contracts.

Many of Sonic's operations are registered training organisations, offering courses for technical staff and in pathology collection.

As part of our strong commitment to continuous professional development, Sonic established its own Sonic Pathologist Academic Meeting and its own Sonic Imaging Conference in Australia. These regular conferences attract hundreds of Sonic registrants per meeting and feature international and national guest speakers. A similar academic conference is held in Germany each year. These conferences provide an excellent forum for staff to meet in a collegiate environment and to exchange ideas and best practices.

One recent example of recognition received for our commitment to training and development is the naming of Clinipath Pathology, Sonic's Western Australian pathology operation, as one of three finalists for the 2015 Australian Training Awards (ATA). The ATA is hosted by the Australian Government and is the peak national awards for the vocational education and training sector (VET), recognising organisations and individuals for their outstanding contribution to skilling Australia. This acknowledgment follows on from Clinipath Pathology being named the winner of the Western Australian Outstanding Employer of Mature-Age Apprentices and Trainees Excellence Awards in 2014.

SonicConnect is a central resource dedicated to leadership training and the dissemination of Sonic's culture and Medical Leadership model. Additional workshops and training provided around the world by SonicConnect include Emotionally Intelligent Leadership, High Performance Teams, Change Management and Front-end Customer Training.

Sonic is also committed to supporting staff in sharing their knowledge as respected industry educators and thought leaders. Sonic conducts numerous medical educational events for doctors, and also provides speakers for medical conferences around the world. Please refer to the Company Conscience section in the Annual Report for additional details on the educational roles which Sonic personnel undertake.

WORKFORCE DIVERSITY

Our [Diversity Policy](#) provides the principles by which we aim to ensure a broad range of experiences, talents and viewpoints to our business. Although we don't collect specific figures on ethnicity, we also boast an ethnically diverse and harmonious workforce. Please refer to our Annual Report for additional detail on our approach to achieving this diversity.

Personnel by gender diversity

| | 30 June 2015 | |
|--------------|---------------|--------------|
| Gender | Head Count | % of Total |
| Female | 22,601 | 76.6 |
| Male | 6,922 | 23.4 |
| Total | 29,523 | 100.0 |

LABOUR STANDARDS

Our Labour Standards and Human Rights Policy outlines our responsibility to uphold our principles with respect to human rights. These commitments non-exhaustively include our duties to: prevent child labour and forced labour, ensure the well-being and safety of employees, constructively engage with our communities and employees, support the rights of employees to join or form labour unions, and to operate in full compliance of labour wage and working-hour laws in the countries in which we operate.

We ensure open channels across our organisation for communication of any suspected issues of non-compliance. As at the date of this Factsheet, Sonic management are not aware of, and are not investigating, any instances of breach or non-compliance against our Labour Standards and Human Rights Policy.