



# Human Rights Policy

## 1. Purpose

I-MED Radiology Network recognises the importance of protecting human rights and is committed to protecting the rights of all people including those of its employees, the communities in which we operate, those who may be impacted by our activities, our customers and those within our supply chains.

The Human Rights Policy is overseen by the I-MED Board of Directors, including the Chief Executive Officer.

## 2. Coverage/Scope

This policy applies to I-MED Radiology Network group of companies, the entities that we hold a majority interest and the facilities that we manage (I-MED). I-MED also expects suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.

## 3. Respect for Human Rights

We strive to respect and promote internationally recognized human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees and suppliers. Our aim is to help increase the enjoyment of human rights within the communities in which we operate, including by avoiding infringing on the human rights of others and addressing adverse human rights impacts resulting from or caused by our business activities. This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

## 4. Supply Chain

We use due diligence on an ongoing basis as a means to identify, assess and prevent or mitigate any human rights risks to people in our business and value chain. Where we have identified potential adverse human rights impacts resulting from or caused by our business activities, we are committed to addressing these through prevention or mitigation. If any actual adverse human rights impacts occur, we are committed to providing for or cooperating in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

## 5. Community and stakeholder engagement

We recognise that we are part of the communities in which we operate. We engage with communities on human rights matters that are important to them such as access to quality health services. Our aim is to ensure through dialogue that we are listening to, learning from and considering their views as we conduct our business. We believe that local issues are most appropriately addressed at the local level.

## 6. Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at I-MED is qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

## 7. Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. I-MED is committed to bargaining in good faith with such representatives.

## 8. Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.



## **9. Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

## **10. Forced Labour and Human Trafficking**

We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking.

## **11. Child Labour**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

## **12. Work Hours, Wages and Benefits**

We compensate employees competitively relative to the industry and local labour market, and in accordance with terms of any applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

## **13. Guidance and Reporting for Employees**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. I-MED is committed to comply with applicable labour and employment laws wherever we operate. I-MED also ensures employees are aware of the Human Rights Policy through training and an annual certification process. Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management or the Human Resources team. Employees can also report suspected policy violations by following the process set out in the Workplace Policies Handbook or any adopted Whistleblower Policy.

## **14. Public Reporting**

We report to the public on our human rights-related commitments, efforts and statements, consistent with this Human Rights Policy, as part of our annual Modern Slavery Report.



## Attachment A – Implementation Tool

Site: _____ Site Code: _____	
Address: _____	
Date completed: ___/___/_____	
Objective:	
Requirements and Personnel Actions	
Site Managers / C.MIT / Team Leaders	Date Completed
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Comments:	

## Document Control

Name	Human Rights Policy		
Owner	Chief People Officer		
Version	2.0	Last updated	March 2023