

Environmental, social, and governance impact report

2023 – 24

aspenmedical™

Aspen Medical acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



Introduction

At Aspen Medical, our mission to make the world healthier, safer, and better extends beyond healthcare; we strive to be a positive force in society in every operational and strategic decision. As a certified B Corp since 2016, we meet high standards of social and environmental performance, transparency, and accountability, balancing profit and purpose.

We are also a signatory to the United Nations Global Compact, aligning with principles on human rights, labor, environment, and anti-corruption, and working to advance the UN Sustainable Development Goals. Additionally, we are a proud member of Diversity Council Australia, committed to supporting Aboriginal and Torres Strait Islander communities, and dedicated to upholding the principles of the Modern Slavery Act in our strategy, culture, and daily operations.

We have become a world leader in the delivery of healthcare, particularly in remote, challenging or austere environments. We offer clients agile and flexible service wherever they need us.

This ESG Impact Report outlines our achievements and ongoing efforts to integrate sustainability into operations, reflecting dedication to reducing our carbon footprint, fostering inclusive social practices, and maintaining robust governance frameworks.

Guided by a philosophy of ‘wherever you need us’ underpins our vision “A solution to every healthcare challenge”.

This ambition is supported by our Strategic Goals:

- service excellence
- social impact
- sustainable growth.

These goals promote strong relationships with partners, continuous improvement, and inform our approach to sustainable business practice.

Environment

Aspen Medical is dedicated to reducing its environmental impact through a decarbonisation strategy. This strategy is a key element of our commitment to sustainability, focusing on reducing greenhouse gas (GHG) emissions across all aspects of operations.

FY 2022 Greenhouse Gas Emissions Summary

Total Emissions: 4,571.4 tonnes of CO₂ equivalent (tCO₂-e).

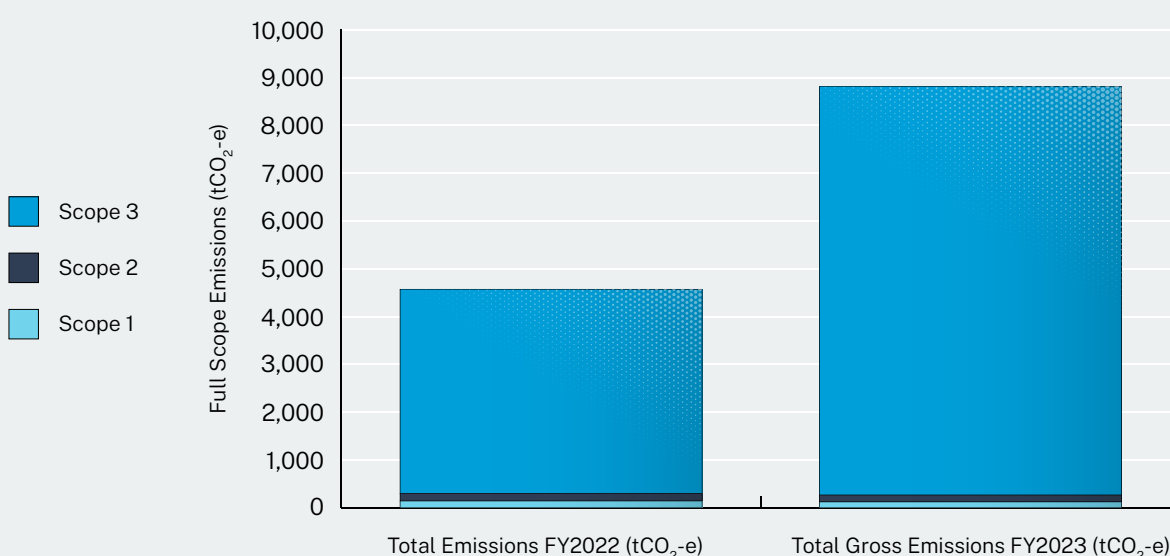
- **Scope 1:** 138.9 tCO₂-e (Direct emissions from controlled sources, such as fuel use).
- **Scope 2:** 153.2 tCO₂-e (Indirect emissions from purchased electricity).
- **Scope 3:** 4,279.2 tCO₂-e (Indirect emissions from the value chain, including business travel and other operational activities).

FY2023 Greenhouse Gas Emissions Summary

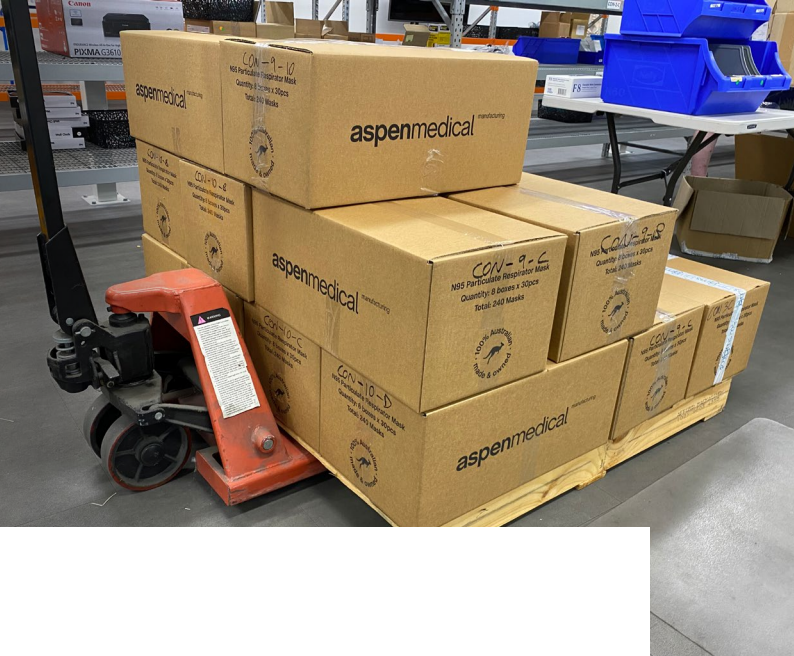
Total Emissions: 8,812.8 tonnes of CO₂ equivalent (tCO₂-e).

- **Scope 1:** 119.4 tCO₂-e (Direct emissions from controlled sources)
- **Scope 2:** 144.4 tCO₂-e (Indirect emissions from purchased electricity)
- **Scope 3:** 8,549.1 tCO₂-e (Indirect emissions from our value chain)

Changes to full scope GHG emissions for Aspen Medical over time.



*Pangolin Associates performed an independent assessment of emissions data, verifying the greenhouse gas inventory in line with industry standards. This ensures accuracy, compliance, and transparency in our emissions reporting.



Key Environmental Actions

Decarbonisation Strategy

We have developed a detailed decarbonization roadmap that includes identifying emissions reduction opportunities, modelling business-as-usual (BAU) emissions and creating a pathway to reduce emissions significantly. This strategy aims to reduce emissions in line with science-based targets, ensuring we contribute to the global effort to limit temperature rise to 1.5°C.

Business Travel Emissions Reduction

Business travel was the largest contributor to our GHG emissions in FY2023, accounting for 5,193.3 tCO₂-e. To address this, we have implemented measures such as promoting virtual meetings, optimising travel schedules, and encouraging the use of lower-carbon transport options.

Renewable Energy Adoption

Our Global Headquarters is already 100% renewable and we are committed to increasing our reliance on renewable energy, with a target of achieving 50% renewable by 2028 worldwide.

Net Zero Commitment

We are working towards achieving net zero emissions by 2050, with an interim target set for 2030 of 40% reduction¹. These targets align with our approach to reducing emissions across all scopes.

Supply Chain Sustainability

We are engaging our top suppliers (i.e., QANTAS) to commit to decarbonisation goals, which is crucial for addressing our Scope 3 emissions. This involves assessments of supplier commitments and integrating these into our broader ESG strategy.

Green Teams

We have established Green Teams with the HSE Consultative Committee to champion our commitment to sustainable business practices.

Global Medical Supplies, a subsidiary of Aspen Medical, saved 10 kilometres of pallet plastic wrap this year by replacing plastic wrapping with printed information directly on the 1,275 cartons shipped.

¹ Aspen Medical is committed to achieving a 40% reduction in emissions by 2030, focusing on reducing our direct operational impact. We commit to reducing scope 1 and 2 emissions (direct emissions and purchased energy) by 60%, while targeting a 20% reduction in scope 3 emissions (indirect emissions across our value chain), as part of our path toward net zero by 2050.

Social Impact

Aspen Medical's social impact strategy is centered on fostering an inclusive workplace, supporting community initiatives, and ensuring that our services positively contribute to society. We were named on the 2023 AFR BOSS Best Places to Work List for the third year in a row.

Gender Equality and Diversity

Pay Equity

We made notable progress in narrowing the gender pay gap, achieving a 10.8 per cent difference in average total remuneration, as calculated by the Workplace Gender Equality Agency (WGEA), compared to the healthcare and social assistance sector average of 13 per cent.

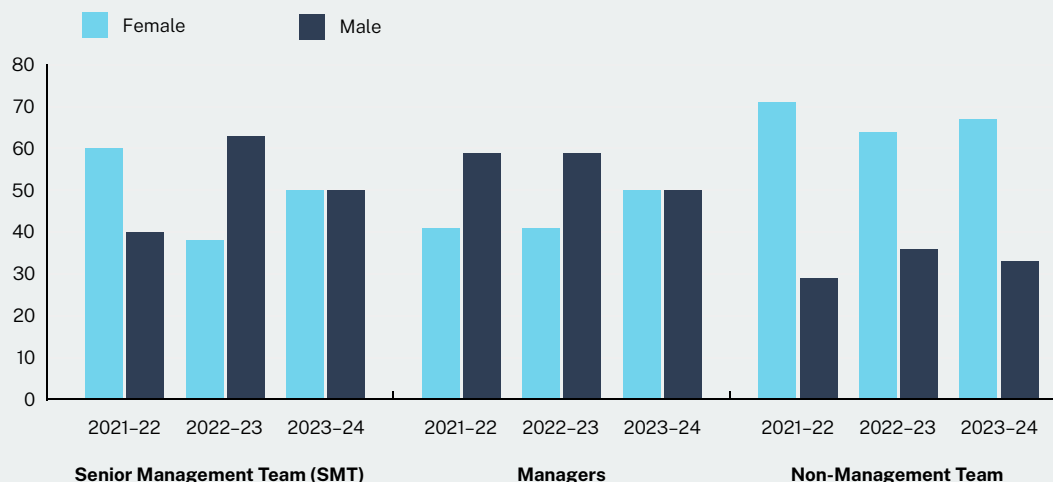


Inclusive Workplace

Our workforce is diverse, with 14% of employees identifying as living with disabilities and 1.5% of our Australian workforce identifying as Aboriginal or Torres Strait Islander. We believe that more work still needs to be done to enhance inclusivity.

As part of our new veterans and family's professional network — Vita Nova — we have 42 members within the company to date. 50% of our senior leadership team has a history of military service. Vita Nova serves to provide a network of support through mentoring, access to services and professional development opportunities relevant to veterans and recognised family employees. It also shapes Aspen Medical's approach to veterans employment through sharing of lived experience, adoption of best practice recruitment principles and veteran community engagement.

We achieved **gender equity** across management and our workforce.



Indigenous Engagement

Our vision for reconciliation is an Australia that acknowledges the strength of Aboriginal and Torres Strait Islander peoples in sustaining the world's oldest living culture. An Australia that instils a national culture, representing equality and equity, historical acceptance of our shared history and removal of racism.

Our **Innovate Reconciliation Action Plan 2022–2024** approved by Reconciliation Australia has driven significant progress in Indigenous engagement, with targeted initiatives to support employment and procurement from Indigenous-owned businesses.



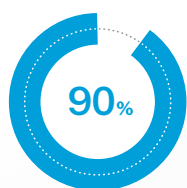
Innovate Reconciliation Action Plan (RAP)
July 2022 – July 2024, as of 10 October 2024.

84%

deliverables completed



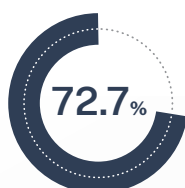
Relationships



18 Completed
2 In progress

- 4** Number of actions
- 20** Number of deliverables
- 20** Number of deliverables started
- 0** Number of deliverables haven't started
- 2** Number of deliverables delayed

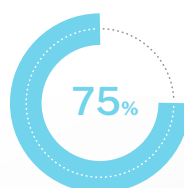
Respect



8 Completed
3 In progress

- 3** Number of actions
- 11** Number of deliverables
- 11** Number of deliverables started
- 0** Number of deliverables haven't started
- 3** Number of deliverables delayed

Opportunities



15 Completed
3 In progress

- 3** Number of actions
- 20** Number of deliverables
- 18** Number of deliverables started
- 2** Number of deliverables haven't started
- 5** Number of deliverables delayed

Governance



12 Completed
0 In progress

- 4** Number of actions
- 12** Number of deliverables
- 12** Number of deliverables started
- 0** Number of deliverables haven't started
- 0** Number of deliverables delayed



Through the Aspen Medical Foundation, we support life-changing healthcare by significantly reducing or eradicating key illnesses in rural and remote communities in Australia and the Pacific.

A primary focus has been supporting organisations eradicating diseases prevalent in Aboriginal and Torres Strait Islander communities such as Trachoma, Crusted Scabies and Rheumatic Heart Disease (RHD).

Currently, 13 scholarships are in place in Australia in nursing, psychology, medicine, paramedicine and medical radiation, as well as in Papua New Guinea and Fiji.

From 2008 to 2024, the Remote Area Health Corps (RAHC), a Federal Government-funded program delivered by Aspen Medical, facilitated over 8,200 healthcare placements, providing 29,000 weeks of healthcare in remote Aboriginal and Torres Strait Islander communities across the Northern Territory. Following the conclusion of the RAHC program in June 2024, a new program, the Northern Territory Remote Locum Program (NTRLP), also managed by Aspen Medical, commenced operations, carrying forward key services while supporting the development of a long-term strategy for locum programs nationally.

Community Engagement

Volunteering and Philanthropy

Aspen Medical has contributed over 3,200 volunteer hours and raised \$87,557 for various charitable causes, reflecting our strong commitment to community support.

Donations received in 2022–23	Sum
donations	\$55,216
workplace matching	\$24,506.95
matched giving	\$7,835
Total	\$87,557.95
employee workplace giving	\$13,062
employee workplace matching	\$30,468
Total	\$43,530
overall total charitable donations	\$131,087.95



Health and Wellbeing Programs

We have expanded wellness programs focused on physical and mental health to enhance employee wellbeing and create a healthier work environment. We have also just launched the Aspen Medical Technology product called VitaPort™ to further support our people.

VitaPort is our comprehensive program designed to support employee health and wellbeing across mental, physical, and social dimensions. By providing personalised recommendations, predictive analytics, and real-time insights, VitaPort empowers employees to take charge of their own wellbeing while giving managers tools to foster a healthier, more engaged team. This proactive approach helps us to reduce burnout and create a supportive, resilient workplace culture that benefits everyone.



Regional Engagement

Healthcare work in remote and rural communities offers clinicians a unique opportunity to broaden their professional skills, gain invaluable experience, and develop a deep understanding of diverse cultures. This experience not only enhances their clinical capabilities but also fosters a greater sense of empathy, adaptability, and cultural competence. By working in underserved areas, clinicians contribute to closing the healthcare gap, ensuring that all Australians, regardless of location, have access to quality care.



International Community Support

Emergency Medical Teams (EMT)

Driven by the “wherever you need us” ethos, excelling in humanitarian emergency responses, we are the only commercial organisation accredited by the WHO as an Emergency Medical Team for infectious disease and trauma surgical operations.



Assistance in the Pacific

Aspen Medical has been involved in providing healthcare services across the Pacific, including the Solomons, Fiji and Papua New Guinea for 20 years. Supporting local healthcare systems, responding to natural disasters, and providing medical training and capacity-building initiatives.

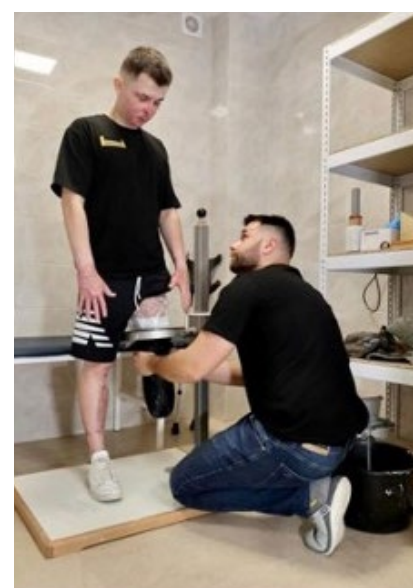
Ukraine

Since the onset of the war in Ukraine, the number of service members surged to over 25,000 individuals have suffered conflict-related traumatic amputations in Ukraine, and this number increases every day. This staggering figure underscores the urgency and scale of the need. Each one of these individuals represents a life dramatically changed by the horrors of war, a person forced to cope with the daunting challenge of navigating daily life without a limb or limbs.”

Lviv, a city in western Ukraine, has become a major humanitarian hub where those fleeing the war find refuge. Unbroken is a unique ecosystem of humanity that unites more than a dozen health projects in Ukraine providing a variety of services including treatment, prosthetics, physical and psychological rehabilitation, housing, and reintegration.

Funded by a \$330,000 AUD Alcoa Foundation grant, Aspen Medical Foundation is working closely with First Medical Union (FMU), the largest health system in Ukraine and the leading rehabilitation site in the country. FMU's Unbroken project is at the forefront of providing essential services, including reconstructive surgery, orthopaedics, robotic prosthetics, and comprehensive physical, psychological, and psychosocial rehabilitation.

The grant enabled the procurement of quality prosthetic limbs, tailored to meet individual needs, and facilitate a comprehensive training program for FMU rehabilitation professionals.





This project goes beyond the immediate relief of physical disabilities; it is an investment in the long-term resilience and well-being of the affected individuals and their communities.

Through partnerships and dedicated healthcare efforts, we not only restore mobility and dignity but also advance critical fields such as pain management and rehabilitation, underscoring our commitment to improving lives worldwide.

These efforts strengthen the healthcare ecosystem by building a more resilient and versatile workforce. Clinicians returning to urban settings bring back enriched perspectives and practices, which elevate the standard of care and promote greater cultural sensitivity across the healthcare sector.



Somalia

Aspen Medical is actively involved in providing critical healthcare services in Somalia, particularly in response to humanitarian emergencies and health crises. Deployed medical teams are delivering essential healthcare services, supporting public health initiatives, and addressing the needs of vulnerable populations affected by conflict, displacement, and natural disasters.

Our involvement always focuses on strengthening local healthcare systems, providing emergency medical care, and contributing to efforts that improve overall health outcomes in the region. Ensuring that everywhere we go is better off because we have been there.

Governance

Our governance practices ensure that Aspen Medical operates with integrity, accountability, and a focus on sustainable growth.

Global Clinical Governance Framework

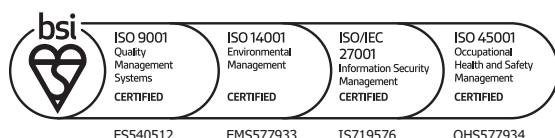
Our operations adhere to a robust Clinical Governance Framework, which ensures the highest standards of healthcare delivery. This framework is supported by international certifications and is aligned with global best practices.

Health, Safety, and Environment Policy Commitment

Our commitment to health, safety, and environmental sustainability is reinforced through our comprehensive HSE policy, which emphasises zero harm, psychosocial risk management, and environmental stewardship.

International Standard Certifications

- ISO 9001 (Quality Management),
- ISO 14001 (Environmental Management),
- ISO 27001 (Information Security), and
- ISO 45001 (Occupational Health and Safety)



General Data Protection Compliance

Our data protection measures ensure the security of sensitive information, reflecting our commitment to client privacy.

Modern Slavery

We are dedicated to ensuring all aspects of business and supply chain are free from modern slavery practices, including forced labour, human trafficking, and child labour.

The company actively works to identify and mitigate the risks of modern slavery by:

- Policies: Aspen Medical has established clear policies and procedures to prevent modern slavery within its operations and those of its suppliers. These policies are aligned with global standards and local regulations.
- Suppliers: We conduct due diligence on suppliers, requiring them to adhere to ethical labour practices and to provide transparency in their supply chains.
- Training and Awareness: We provide training for employees and contractors to recognise and address modern slavery risks, ensuring everyone involved in operations understands the importance of ethical labour practices.

Corruption and Bribery

Aspen Medical maintains a zero-tolerance policy towards corruption and bribery. Our commitment to ethical business practices includes:

- **Anti-Bribery and Corruption Policies:** Aspen Medical has a comprehensive anti-bribery and corruption policy that prohibits any form of bribery, whether direct or indirect. This policy applies to all employees, contractors, and business partners.
- **Compliance and Monitoring:** The company regularly monitors its operations and conducts audits to ensure compliance with anti-corruption laws and regulations. Any breaches of these policies are taken seriously and result in appropriate disciplinary actions.
- **Whistleblower Protections:** Aspen Medical encourages the reporting of any suspicious activities related to bribery or corruption through secure and confidential whistleblower channels. The company protects whistleblowers from retaliation, ensuring they can report concerns without fear.

Commitment to Integrity

Aspen Medical's stance on modern slavery, corruption, and bribery is rooted in its broader commitment to integrity, transparency, and ethical business practices. The company continually reviews and strengthens its policies and procedures to ensure it upholds the highest standards of corporate governance and social responsibility.

Future Roadmap

Aspen Medical is committed to continuous improvement in our ESG practices. Our future roadmap includes:

- **Enhanced Environmental Targets:** We are focused on further reducing our GHG emissions and increasing our reliance on renewable energy sources, with a clear pathway to achieving 40% reduction by 2030 and net zero by 2050.
- **Expansion of Social Initiatives:** We plan to strengthen our diversity, equity, and inclusion efforts across all Global locations, with a particular emphasis on supporting Indigenous communities and businesses.
- **Strengthened Governance:** We will continue to enhance our governance structures, focusing on data protection, clinical excellence, and deeper integration of ESG considerations into our strategic planning.

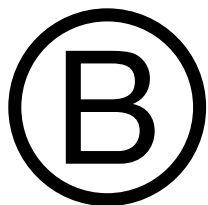
Conclusion

Our 2023–2024 ESG Impact Report demonstrates an unwavering commitment to sustainability, social responsibility, and robust governance.

At Aspen Medical, we don't just believe in doing good business — we believe in doing business *for good*. As a proud B Corporation, we're committed to balancing purpose and profit, ensuring that every decision we make positively impacts people, communities, and the planet. Because at the end of the day, it's not just about healthcare — it's about caring for the world we all share.

We are proud of our progress and remain dedicated to driving positive change in the communities we serve. As we look ahead, we will continue to align our operations with global best practices, ensuring that Aspen Medical remains at the forefront of delivering high-quality, sustainable healthcare solutions.

Certified



Corporation

wherever you need us

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