



CORPORATE SOCIAL RESPONSIBILITY POLICY

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SECTION 1 INTRODUCTION

Altaira is committed to the principles of the **United Nations Global Compact**, which demands that Altaira operate in a responsible and sustainable manner. While we run our business in line with the expectations of our clients, we also view corporate responsibility as something which helps us manage risks and maximize on the opportunities available to us in a changing world. Our policies are intended to provide a framework for the governance of Altaira, and adherence to our policies and related operating procedures is the responsibility of every Altaira Director and employee.

Altaira is committed to understanding, monitoring, and managing our social, environmental, and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values, and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

At Altaira, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the **health, safety, and well-being** of people;
- Supporting human rights, including **modern slavery prevention**; and
- Engaging, learning from, respecting, and supporting the communities and cultures within which we work.

In alignment with our Values Statement and Business Plan, we will ensure that all matters of corporate social responsibility are considered and supported in our operations and administrative matters and are consistent with our stakeholders' best interests. Altaira is committed to being recognized in the field of corporate social responsibility and recognizes that in doing so, we will add significant value for our community and clients.

SECTION 2 RESPONSIBILITIES

This Policy applies to activities undertaken by or on behalf of Altaira. All Altaira employees are to adopt the corporate social responsibility considerations described in this policy into their day-to-day work activities.

Our leaders are to act as role models by incorporating these considerations into decision-making in all business activities.

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Our leaders are to ensure that appropriate organizational structures and resources are in place to effectively identify, monitor, and manage corporate social responsibility issues and performance relevant to our business.

SECTION 3 REQUIREMENTS

This Policy is built on the following areas that reflect existing and emerging standards of corporate social responsibility:

Business Ethics and Transparency

Altaira is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems. Altaira will conduct its business in an open, honest, and ethical manner. Altaira recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Altaira will advise its partners, contractors, and suppliers of its corporate social responsibility commitments, and will work with them to achieve consistency with this policy and Altaira's **Supplier Code of Conduct**. Altaira is committed to measuring, auditing, and tracking the performance of its corporate social responsibility programs.

Environment, Health, Safety, and Well-being

Altaira is committed to protecting the **health, safety, and well-being** of all individuals affected by our activities, including our employees, clients, **Residents (in clinical settings)**, contractors, and the public. Altaira will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to mitigate impacts on the environment by working with our stakeholders and others to promote responsible environmental practices and continuous improvement.

Altaira is committed to environmental protection and stewardship. Altaira recognizes that pollution prevention, biodiversity, and resource conservation are key to a sustainable environment and will effectively integrate these concepts into its business decision-making, including targets for **reducing carbon footprint** where feasible.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner. Altaira is committed to being a socially and environmentally conscious company, operating in full compliance with the local laws and regulations

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regarding ethical conduct, corporate governance, labour, health, safety, and environmental compliance of the States/locations and communities within which we conduct business.

Altaira is committed to providing a workplace free from sexual harassment, sex-based harassment, and victimisation and to enabling workers to **take a person-centred and intersectional approach** toward sexual discrimination.

Stakeholder Relations and Human Rights

We are proud of our commitment to apply fair labour practices, while respecting the national, local, and indigenous laws of the States/locations and communities where we operate and are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, bullying, intimidation, or harassment. Altaira works with our suppliers and clients to help them treat their workers and employees fairly and with dignity and respect, and maintain safe working conditions.

We do not tolerate human rights abuses, human trafficking, and/or **modern slavery** and will not engage or be complicit in any activity that solicits or encourages human rights abuse. **Altaira will conduct due diligence on its supply chain to mitigate the risk of modern slavery in its operations.**

Remuneration and Employee Value Proposition

Employees are remunerated in a manner that encourages active participation, measurable contribution, overall satisfaction, and retention, ensuring compensation is fair and equitable relative to the market. Employee benefits will be assessed on a regular basis against benchmarked standards as evidenced within the broader health care industry.

Community Involvement

Altaira strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. This commitment is visible in our contributions of financial, equipment, and volunteer support. We encourage our employees to contribute time and energy in leadership and other roles in community organisations.

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Altaira will preserve a budget to make monetary donations. These donations will aim to advance the arts, education, healthcare, and community events, and alleviate the suffering of those in need, in line with **Altaira's charitable giving strategy**.

Innovation and Continuous Improvement

We will actively invest in research and development and be open to suggestions and listen carefully to ideas from employees and stakeholders. Our company will continuously improve the way it operates, incorporating CSR feedback into strategic planning.

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