



Sustainability Report  
2024/25



# Contents

01	02	04	05
About this Report	Message from Our Board and Executive	Our Value Chain	Our Approach to Sustainability
09	11	15	16
Our Merger with Chemist Warehouse	People	Customers and Community	Environment
19	22	26	
Governance	Appendix 1 – Consolidated Data Table	Appendix 2 – GRI Table	

## Acknowledgement of Country

We respectfully acknowledge the traditional owners of the lands across Australia and pay our respects to their elders past and present.







## About this Report

**Sigma Healthcare Limited ('Sigma' or 'the Company') is listed on the Australian Securities Exchange (ASX: SIG) and is headquartered in Clayton, Victoria.**

This Sustainability Report provides information on the overall sustainability management and performance of Sigma Healthcare Limited from 1 February 2024 to 31 January 2025 (FY2025), aligning with the company's financial reporting period. Following the completion of the merger with the Chemist Warehouse Group (CWG) on 12 February 2025, Sigma's financial reporting period will move to 1 July to 30 June.

This report complements Sigma Healthcare's Annual Report, Corporate Governance Statement, Board Charters and Corporate Policies which are publicly available on our website. The aim of this report is to communicate transparently on the company's material environmental, social and governance (ESG) topics and provide insight on our operational impacts and efforts we have made to manage them over the reporting period.

Unless otherwise stated, all references and data included in this report relate to Sigma as a standalone business prior to the completion of the merger with CWG.

The report scope is based on Sigma Healthcare's operational control, including the distribution processes and management systems across Australia. We have aligned to the Global Reporting Initiative (GRI) standards in preparing this report. For guidance on alignment with the GRI Standards, a GRI index has been included in Appendix 2 on pg. 26.

Any enquires or feedback about this Sustainability Report should be directed to Gary Woodford, Head of Corporate Affairs.

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The Company year end concluded on 31 January 2025. Accordingly all references in this Sustainability Report reflect the position of Sigma Healthcare Ltd as at 31 January 2025, unless otherwise stated. Any forward looking statements, were current as at 31 January 2025 and are subject to known and unknown risks, uncertainties and other factors which may cause actual performance or achievements to differ materially. Following the merger with Chemist Warehouse which occurred in February 2025, the Board of the combined entity will review the Company's sustainability framework and goals over the coming period to ensure they are appropriate for the merged entity. Of note is that the activities and scale of the business has changed significantly following the merger. Updated information will be provided on the merged entity as part of next year's Sustainability Report.



# Message from Our Board and Executive



**Dr Chris Roberts AO**  
Chair of the risk,  
Compliance and  
Sustainability  
Committee



**Gary Woodford**  
Head of Corporate  
Affairs, Executive  
Sustainability Sponsor

In our most recent APCO annual report we were rated 'Beyond Best Practice' which is the highest performance rating given.

We are pleased to present Sigma Healthcare's Sustainability Report for the financial year ending 31 January 2025 (FY2025), highlighting our sustainability progress during the year.

Sigma has an enduring history in Australia that spans 113 years. Since our inception as a business, we have been guided by our goal to make pharmacy services and medicines accessible for all Australians. At the heart of our DNA is customer service excellence.

The past 12 months has been a truly transformational time for our business. Firstly, on 1 July 2024 we commenced the 5-year supply contract to service the Chemist Warehouse pharmacy network. Following an extensive period of planning and execution management, we successfully absorbed the significant increase in volumes both inbound and outbound whilst maintaining our service excellence to our customers

Subsequently, following an extensive ACCC review process, our merger with CWG has been implemented as we fulfil our vision to create a full-service wholesaler, distributor, and retail pharmacy franchisor. Both Sigma and CWG share a long-standing commitment to serving Australians, and we are confident that our merger will benefit franchisees, customers, and shareholders through expanded brand choices, product availability and range, competitive prices and extensive services.

The growth of our business has occurred against a backdrop of several regulatory changes and an evolving competitive landscape. We have worked closely with our franchisees to help deliver the service their customers want, whilst at the same time ensuring that we continue to maintain

delivery in full (DIF) and Despatch on Time (DOT) metrics above 99%.

We have uplifted our approach to modern slavery in FY2025 by establishing a Modern Slavery Working Group. This group has been formed to suggest new programs and initiatives to mitigate modern slavery across our supply chain. At Sigma, modern slavery is everyone's responsibility and new training has been delivered to all team members in the year.

Climate change has continued to be a focus, and we are pleased to report that Sigma has secured the approval for additional solar energy installation at Kemps Creek – our largest distribution centre. This will be installed in early 2025 and will support our goal to consume less energy from grid sources of electricity.

Minimising waste across our operations is an ongoing area of focus for Sigma. We are pleased to report that waste diversion across our operations is now at 79.2%, an improvement from 71.2% last year. We remain committed to our membership of the Australian Packaging Covenant Organisation and plan to further improve our waste performance across all distribution centres next year. In fact, improving waste management performance across our network was a dedicated project allocated to a team within our Emerging Leaders Program during the year, and has already delivered results. In our most recent APCO annual report we were rated 'Beyond Best Practice' which is the highest performance rating given.

As we move into this next phase of our business, we remain steadfast in our commitment to safety.

# 79.2%

Waste diversion across our operations.

# 65%

Female participation in our workforce.

# \$2m

Approx

In community support initiatives.

During the year, we have started to align our health and safety management system with ISO45001 – an international standard that is considered best practice in the management of health and safety risks. In FY2025, we achieved Total Recordable Injury Frequency Ratio (TRIFR) of 12, a setback from 11.6 in the previous year. We did see a greater than 50% increase in volumes in our Distribution Centres during the year, however we understand there is always room for improvement.

In this year's report, we have included a discussion on a new topic – Innovation and digital technology. With the rapid global development of artificial intelligence (AI), we are aware that this technology holds the potential to improve operational processes and enhance customer experiences. We are taking a cautious approach by trialling several established AI tools in our business, including tools to optimise inventory management.

On behalf of the Sigma team, thank you for your support and interest as we strive to be better together across all aspects of our business.

This report is the last for Sigma as a standalone business. ESG considerations will form an important part of our planning as we navigate the extensive integration process to bring together the Sigma and CWG businesses. From a Board perspective moving forward, ESG oversight will sit within the newly formed Risk, Compliance and Sustainability Committee to be Chaired by Dr Chris Roberts, and our progress will be reported in our FY2026 report.

We trust that you will find our FY2025 report informative, and we welcome your feedback.

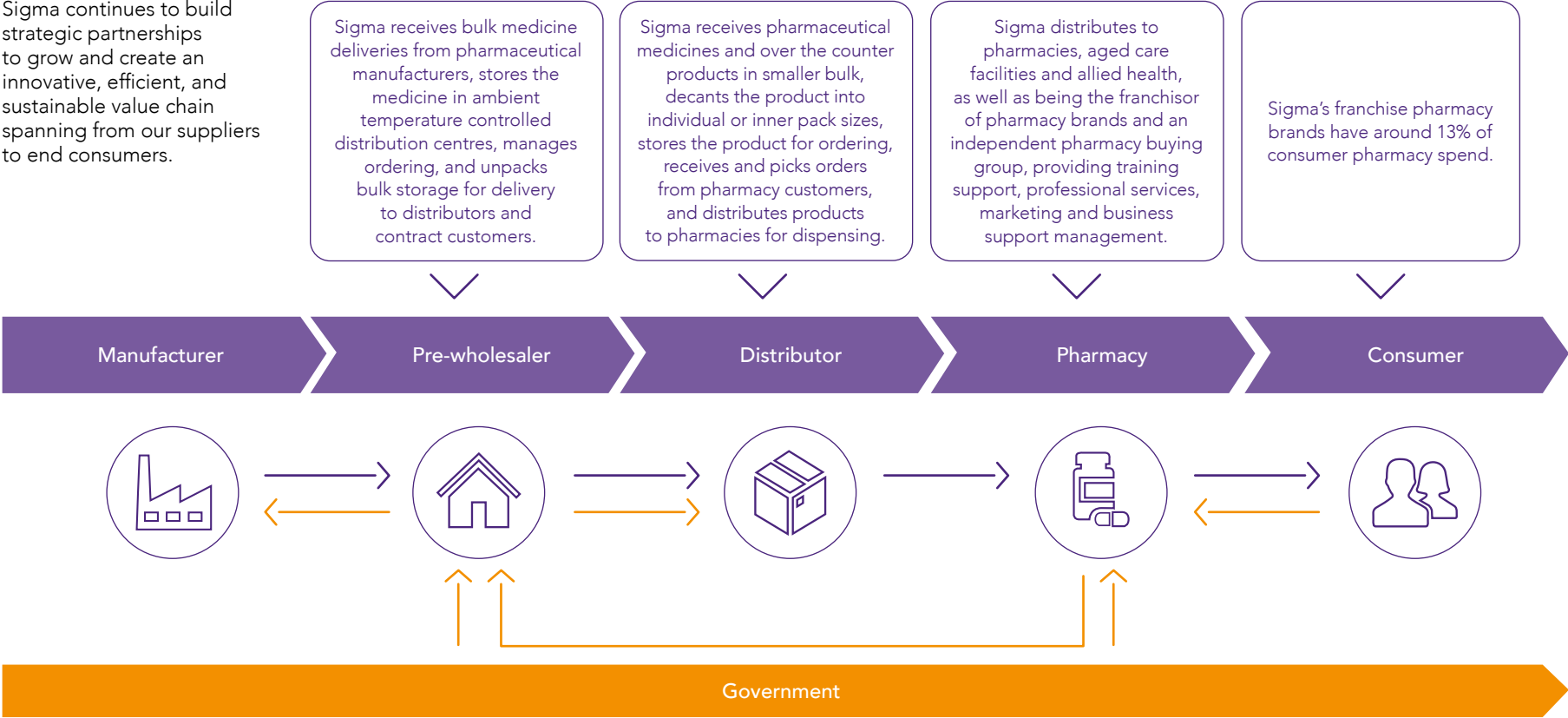




# Our Value Chain

We are a leading healthcare provider with integrated operations delivering high-quality healthcare products and services to customers across Australia.

Sigma continues to build strategic partnerships to grow and create an innovative, efficient, and sustainable value chain spanning from our suppliers to end consumers.



# Our Approach to Sustainability

## Stakeholder engagement

The table below captures our key stakeholder groups and the engagement channels we adopt to understand their issues, needs and expectations. This feeds into our materiality assessment process and helps us responsibly manage our business and its impacts on stakeholders.

Stakeholder	Engagement channels	Topics engaged on	Stakeholder	Engagement channels	Topics engaged on
<b>Team members</b>	<ul style="list-style-type: none"> <li>• Mid-year and annual team member performance reviews</li> <li>• Health and wellbeing program</li> <li>• Internal Hub that houses all relevant news content</li> <li>• Viva Engage platform</li> <li>• Regular Town Hall videos to keep team members informed</li> <li>• Face to face briefings</li> <li>• Team meetings</li> <li>• Online induction</li> <li>• Training programs</li> </ul>	<ul style="list-style-type: none"> <li>• Cybersecurity and data security</li> <li>• Board governance and business ethics</li> <li>• Health and safety for customers and staff</li> <li>• Modern slavery and supply chain management</li> <li>• Product quality and safety</li> <li>• Climate change and energy management</li> <li>• Team member engagement and diversity</li> <li>• Waste and hazardous materials</li> </ul>	<b>Community</b>	<ul style="list-style-type: none"> <li>• Website</li> <li>• Partnerships</li> <li>• Donations</li> <li>• Social media channels</li> </ul>	<ul style="list-style-type: none"> <li>• Health and safety for customers and staff</li> <li>• Access and affordability to healthcare</li> <li>• Customer experience</li> <li>• Product quality and safety</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Newsletters</li> <li>• Electronic Direct Mail (EDM)</li> <li>• Training programs</li> <li>• Surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Cybersecurity and data security</li> <li>• Access and affordability to healthcare</li> <li>• Customer experience</li> <li>• Product quality and safety</li> </ul>	<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Direct engagement</li> <li>• Tenders</li> <li>• Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Board governance and business ethics</li> <li>• Cybersecurity and data security</li> <li>• Modern slavery and supply chain management</li> <li>• Product quality and safety</li> <li>• Climate change and energy management</li> </ul>

# Our Approach to Sustainability continued

Stakeholder	Engagement channels	Topics engaged on
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>• Annual General Meeting (AGM)</li> <li>• Annual and half yearly results presentation</li> <li>• Investor roadshows</li> <li>• Conferences</li> <li>• One-on-one and group meetings</li> <li>• Market updates</li> <li>• Website</li> <li>• Social media</li> </ul>	<ul style="list-style-type: none"> <li>• Board governance and business ethics</li> <li>• Cybersecurity and data security</li> <li>• Financial sustainability</li> <li>• Team member engagement and diversity</li> <li>• Health and safety for customers and staff</li> <li>• Modern slavery and supply chain management</li> <li>• Climate change and energy management</li> <li>• Waste and hazardous materials</li> </ul>
<b>Regulators and industry</b>	<ul style="list-style-type: none"> <li>• Industry meetings</li> <li>• Audits</li> <li>• Events</li> <li>• Conferences</li> <li>• Policy engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Board governance and business ethics</li> <li>• Cybersecurity and data security</li> <li>• Team member engagement and diversity</li> <li>• Health and safety for customers and staff</li> <li>• Access and affordability to healthcare</li> <li>• Modern slavery and supply chain management</li> <li>• Product quality and safety</li> <li>• Waste and hazardous materials</li> <li>• Life cycle management</li> <li>• Innovation and digital technology</li> </ul>

## Regulator and industry associations engagement

We engage and comply with a wide range of regulatory bodies. These include, but are not limited to:

- Australian Health Practitioner Regulation Agency (APHRA)
- National Pharmaceutical Services Association (NPSA): regular industry meetings throughout the year
- Community Service Obligations (CSO): monthly reporting and regular CSO audit assessments of compliance with our obligations as a CSO wholesaler
- Department of Health in each state: ad-hoc audits
- Australian Code of Good Wholesaling Practice (cGWP): compliance as a pharmaceutical wholesaler for medicines in Schedules 2, 3, 4 and 8
- Therapeutic Goods Administration (TGA): compliance with the requirements in relation to private label products
- Attorney-General's Department: Compliance requirements under the Commonwealth Modern Slavery Act
- The Australian Packaging Covenant Organisation (APCO) which leads the development of a circular economy for packaging in Australia.



Sustainability framework

Our Sustainability Framework drives our efforts in areas which focus on value creation and risk mitigation. We encourage healthy communities while reducing our environmental impact through good governance and transparency.



Material topics

During the year, we commissioned an independent stakeholder advisory firm, Sodali & Co., to conduct a desktop materiality assessment to review the validity of our material topics. This process considered the following inputs:

- Analysis of global megatrends, industry and peers,
- Review of investors, ESG ratings, regulation and global reporting standards, and
- Validation with members of the Executive Leadership Team.

Thirteen topics were identified as material to Sigma in this assessment. Innovation and digital technology was included as a material topic for the first time, largely due to artificial intelligence (AI) playing an increasingly important role in the delivery of healthcare in Australia. Also, several previous topics have been merged and redefined as part of this assessment, including:

- Carbon emissions, energy management, and physical impacts of climate change merged into the topic – climate change and energy management.
- Board governance and business ethics have been merged as one topic.

# Our Approach to Sustainability continued

Sustainability pillar	Sustainability framework area of focus	Material topics and relevant sections in this report
Environmental	Reduce our environmental impact	<ul style="list-style-type: none"><li>&gt; Climate change and energy management</li><li>&gt; Waste and hazardous materials management</li><li>&gt; Life cycle management</li></ul>
Social	Encourage healthy communities	<ul style="list-style-type: none"><li>&gt; Team member engagement and diversity</li><li>&gt; Access and affordability to healthcare</li><li>&gt; Health and safety for customers and staff</li><li>&gt; Customer experience</li></ul>
Governance	Good governance and transparency	<ul style="list-style-type: none"><li>&gt; Modern slavery and supply chain management</li><li>&gt; Product quality and safety</li><li>&gt; Innovation and digital technology</li><li>&gt; Board governance and business ethics</li><li>&gt; Cybersecurity and data privacy</li><li>&gt; Financial sustainability</li></ul>





## Our Merger with Chemist Warehouse

Our commitment to improving the experience of our franchisees and customers is shared with CWG. In December 2023, we entered into a Merger Implementation Agreement to acquire all the issued shares in CWG by way of a Scheme of Arrangement. This Scheme of Arrangement was finalised in February 2025 following shareholder approval and extensive engagement with a number of regulators including the ACCC.

In the coming year, our focus will be on understanding the changes the merger may have on our approach to sustainability across the combined entity and ensuring successful integration of systems and data. It is likely that this will involve a materiality refresh to engage with new and existing stakeholders, and an update to our sustainability framework and strategy beyond 2030. We remain committed to ensuring that Sigma's approach to sustainability continues to evolve and improve in line with our growth as we integrate these two businesses.







# People

We are committed to creating a safe, values-based culture and an inclusive and diverse workforce where our people's careers can thrive. On 31 January 2025, our workforce for Sigma as a standalone business comprised 872 team members.

## Team member engagement and diversity

At Sigma, we respect and value the benefits of a diverse and inclusive workforce that reflects the communities where we operate. We recognise the importance of ensuring a diverse workforce for talent attraction and retention and in driving sustainable performance.

### Diversity and inclusion

We have a [Diversity and Inclusion Policy](#) which is publicly available on our website and outlines the core principles underpinning our approach to diversity and inclusion at Sigma. Our Good Working Relationships Policy also helps support in creating a workplace free from discrimination and harassment.

During the year, the following aspirational goals were reaffirmed by the Nomination and Remuneration Committee (NRC):

- Aim to achieve gender balance on the Board within the guiding principle of 40/40/20,
- Aim to achieve gender balance across executive and senior management positions
- Target equal gender participation in key talent management programs, and
- Monitor and address issues of gender pay equity.

At Sigma, we are committed to fair and equitable recruitment processes and equal employment opportunities based on ability, performance and potential. We have continued to strengthen our female talent pipeline through several targeted strategies including our 'Women in Leadership' Development Program and structured succession planning. We also continue to have flexible working arrangements across the business to support our goal of attracting and retaining a diverse workforce, and endeavour to have gender balance in short-listed candidates for open positions across the Sigma business.<sup>1</sup>

Our team member diversity reference group (known as 'Belonging at Sigma') provides our leadership teams with recommendations to improve diversity and inclusion performance across the business. During the year, the following recommendations were made by the group and were actioned in FY2025:

- Increase the focus on inclusivity during the recruitment and onboarding process, and
- Provide more education and awareness internally on the importance of diversity and an inclusive workplace.

### Performance in FY2025

- 28.5% of executive leaders<sup>2</sup> are women, down from 37.5% in FY2024.<sup>3</sup>
- 40% of all vacant leadership roles filled by women, down from 46.5% in FY2024.
- The Diversity and Inclusion Policy (previously the Diversity Policy) updated to include Sigma's approach to inclusion in our workplace.
- Participated in new initiatives including 'Wear it Purple Day' to show support for young people from the LGBTIQ+ community.
- Training was delivered to logistics leaders in our Distribution Centres on unconscious bias and inclusion within their teams.

### Workplace flexibility

Sigma values excellence in performance and is committed to providing team members with the opportunity to have a balanced and enriching life where they can be their best selves at work and at home.

Sigma's Flexible Work Arrangement Policy enables team members to balance family caring responsibilities with their work responsibilities by providing varied start and finish times, job sharing, work location flexibility and purchased leave. During the reporting period Sigma had a Parental Leave Policy which provides six weeks of paid leave for primary caregivers at the team member's ordinary pay rate, and one week of paid leave for secondary caregivers. These entitlements apply to the birth (including stillbirth) and the adoption of a child by eligible team members. Sigma makes superannuation contributions based on the national minimum wage while team members are in receipt of payments under the Commonwealth's Paid Parental Leave Scheme.

1. Gender of applicants is not considered in the final hiring decision at Sigma.

2. The Executive Leadership Team comprises the Chief Executive Officer (CEO) and all of the CEO's functional direct reports.

3. The role of Chief Commercial Officer (CCO) was previously held by a female team member. This role was restructured following the resignation of the CCO in FY2025.

Workplace Gender Equality Agency (WGEA) reporting

Sigma conducts an annual business-wide gender pay equity and gender pay gap analysis using the WGEA Pay Gap Calculator. Our [Gender Pay Gap Employer Statement](#) is publicly available on our website.

For this reporting year, Sigma’s gender pay gap was analysed at an employing-entity level, rather than a business-wide level. For the 2023-24 WGEA reporting period, our gender pay gap for average total remuneration is reported below.<sup>4</sup>

Employing Entity	Average total remuneration <sup>5</sup>
Sigma Company Limited	26%
Sigma Healthcare Logistics Pty Ltd	21.4%
MPS Hold Co. Pty Ltd.	-2.5%

People development and retention

We celebrate the achievements of our people and recognise their contribution to the business.

Our Service Recognition Policy describes our framework for rewarding team members based on their tenure and commitment to the business.

During the year, more than 100 nominations were received for individual and teams as part of our Shine Awards program. The overall award winner for this program in 2024 was Nathan Roylance, National Systems & Inventory Manager, who played a critical role in the planning and execution of the Chemist Warehouse wholesale supply contract. This annual recognition program allows team members to nominate peers who they believe have demonstrated the values of our company.

Other initiatives remained in place throughout FY2025, including the Leadership Labs Program and the Emerging Leaders Development Program. These programs build our current and future talent pipeline and equip emerging leaders with a range of important skills like delivering feedback, having effective conversations, and managing performance.

All team members were offered professional development opportunities via online training on a range of topics. During the year, new online training was offered on the following topics:

- Corporate governance
- Modern slavery
- Data privacy including the collection, storage and use of information
- Competition law and consumer protection law, and
- Advertising and sales.

Performance in FY2025

- 65 members received Service Recognition Awards.
- 5,821 employee hours of training was delivered. This represents 6.68 hours of training per team member, up from 4.31 in FY2024. Data privacy, modern slavery and sexual harassment training have been key areas of focus during the year.
- 7.4% of all vacant positions were filled internally by existing team members.
- The Emerging Leaders Development Program now includes training on ‘Diversity and Inclusion as a Leader.’

Health and safety for customers and staff

The Board is responsible for ensuring a safe workplace for all team members and contractors and for mitigating any risks of adverse health and safety events. Our Health and Safety Policy outlines the approach taken by Sigma to minimise these risks. The policy was updated during the year.

Sigma’s Health and Safety Management System (HSMS) covers all team members and contractors. Our HSMS is designed to meet the requirements of applicable safety standards and legislation and undergoes an annual internal audit.

We actively encourage feedback from our team to improve Sigma’s health and safety performance, with feedback provided through the following communication channels in FY2025:

- The Work Health and Safety Committees
- Health and Safety representatives with whom team members can raise health and safety concerns, and
- Team talks.

In FY2025, we completed critical risk audits of each distribution centre and MPS site to identify occupational hazards that pose the most significant risk of severe injury occurring. The critical risk audit covered:

- Steel storage and racking systems
- Powered mobile plant
- Electrical safety
- Lock out, tag out (LOTO)
- Traffic management
- Contractor management
- Fire, emergency and first aid
- Storage and handling of dangerous substances, and
- Hot work.

4. Sigma’s gender pay gap for average total remuneration in the 2022-23 WGEA submission was 18.2%.  
5. Gender pay gap for average total remuneration measured as (male total salary – female total salary)/female total salary.



Another new initiative has been a gap analysis of Sigma's Health and Safety Management System against *ISO 45001* guidelines. This was completed during the year and has led to several changes in our management approach. We now measure the Total Recordable Injury Frequency Rate (TRIFR) rather than the Lost Time Injury Frequency Rate (LTIFR) to monitor performance.<sup>6</sup> We have also moved to annual internal auditing of critical risks at our distribution centres, rather than management system audits. We plan to further align with *ISO 45001* guidelines in the coming year.

#### Performance in FY2025

- Achieved a TRIFR of 12.6, up from 11.6 in FY2024.<sup>7</sup>
- Five allegations of sexual harassment made by team members, down from seven in FY2024.<sup>8</sup>
- No infringement notices received for breaches of health and safety regulations, and no interactions with Safe Work Australia.
- Online portal for reporting for all health and safety incidents has now replaced a paper-based reporting system across all distribution centres.
- A new 'Respect at Work' training program on sexual harassment was delivered to all team members, with people leaders receiving additional online training.<sup>9</sup>
- Implemented the Chemwatch chemical management system to ensure that all distribution centres and MPS sites have online access to up-to-date Safety Data

Sheets for dangerous goods products and workplace chemicals handled or stored at Sigma locations.

- Distribution centres' increased focus on powered mobile plant (PMP) operator training and compliant use of protective gloves has reduced PMP impacts with objects, and reduced cuts and lacerations in FY2025.

#### Wellbeing

Several long-standing programs underpin our approach to improving the wellbeing of our team members. All team members and their eligible family members have access to our outsourced Employee Assistance Program (EAP), which is delivered by TELUS Health and provides access to independent and confidential coaching to support their mental health and wellbeing.

We have also continued the 'Mentally Healthy Workplaces' program that provides events and training to improve the health and wellbeing of our team. During the year, this program included RUOK Day events, mental health training, drug and alcohol awareness, support to stop smoking, and free influenza vaccinations.

#### Performance in FY2025

- Shared new resources provided by Medibank Live Better with team members to promote healthy eating, exercise and mental health and wellbeing.



6. TRIFR is a more comprehensive lagging measure of safety performance that includes injuries requiring medical treatment, along with injuries that lead to lost time. LTIFR only captured the later safety incidents.

7. Most of the recordable injuries that occurred in FY2025 relate to musculoskeletal injuries of the lower back and slips, trips and falls. There were 17 recordable injuries recorded in FY2024 versus 18 in FY2025.

8. All substantiated cases were followed up with disciplinary action that included training or termination of employment.

9. This new training will be delivered during the onboarding process and on an ongoing basis.







# Customers and Community

At Sigma, we recognise the important role we play in providing essential products and services to Australian communities.

## Access and affordability to healthcare

Sigma is committed to providing all Australians with access to essential healthcare products at an affordable price. During the year, our network included community-based pharmacies in all states and territories of Australia, along with agreements to supply aged care facilities and Chemist Warehouse-branded pharmacies.

Our approach to affordable pricing of healthcare products is driven by our strategic negotiation with suppliers when entering into supply agreements and is supported by a wide range of private labelled medicines.<sup>10</sup>

We have continued to prioritise the timely and correct fulfillment of orders from our eight distribution centres<sup>11</sup>, to ensure that we meet Community Service Obligations (CSO) of the Pharmaceutical Benefits Scheme (PBS). To prevent supply disruptions caused by a breakdown in IT systems, we have maintained a Disaster Recovery System (DRS). The DRS was not activated in FY2025.

Fulfilling the terms of our new Chemist Warehouse supply agreement<sup>12</sup> has been a key area of focus at Sigma. During the year, we increased inventory-on-hand, expanded storage capabilities and reinforced our handling capabilities to meet the projected growth in our wholesale business after 30 June 2024.

We have continued to face supply challenges with access to diabetes medication (e.g., *Semaglutide*) affected in FY2025. Sigma has put in place restrictions to ensure an equitable distribution of this medication to all pharmacies. Sigma was also impacted by the new '60-day dispensing rule' in Australia, that required pharmacies to provide a 60-day supply (up from 30 days) of medication to eligible patients. We responded to these new rules by increasing inventory-on-hand of PBS medicines across our distribution centres.

## Performance in FY2025

- Maintained a Delivery in Full on Time (DIFOT) score above 99% in FY2025.
- Supported select franchisees with the installation of consulting rooms to deliver a greater range of services to patients.

- Developed a platform to support franchisees if they choose to provide medicinal cannabis or prescribed vaping products to customers.<sup>13</sup>
- Commenced trialling of concussion testing across our network of Amcal franchisee locations.

## Customer experience

Improving the experience of our franchisees and ensuring that they are equipped to provide excellent customer service remains an ongoing focus for the business.

A member council is in place to represent the collective interests of Amcal franchisees and to provide a channel for feedback from franchisees. Business Development Managers (BDMs) also assist franchisees in delivering a customer and retail experience that reflects each brand's ethos.

Other long-standing initiatives have continued in FY2025, including annual conference and pharmacist summits that allow franchisees to collaborate on ways to improve the franchisee experience. Our 12-week Leadership Excellence Program has now evolved into a nationwide program and continues to support franchisees in finding new ways to improve the experience of their customers.

During the year, we replaced the Discount Drug Stores (DDS) member council with a subject member forum to better support timely engagement on key topics, as required.

We have continued to explore ways of improving our communication channels with franchisees, resulting in two new initiatives in FY2025. A fortnightly newsletter was launched to provide franchisees with regular updates on new developments across the Sigma business.<sup>14</sup> A dedicated email support service was also established to provide timely assistance to franchisees.

## Performance in FY2025

- Amcal conference, Discount Drug Stores conference, and a Combined Pharmacist Summit held in FY2025.
- More resources and training provided to BDMs to improve brand awareness at Amcal and DDS.
- New communication channels to support closer engagement with franchisees, that include fortnightly newsletters for franchisees and a new email support line to answer questions by franchisees.
- The 12-week Leadership Excellence Program moved from an in-person event held in Melbourne to a virtual nationwide event, allowing better participation by franchisees.

10. 8 new private labelled medicines were introduced during FY2025.

11. During the year, Sigma did not renew the lease of the Eastern Creek Distribution Centre.

12. Announced to the Australian Securities Exchange (ASX) on 6 June 2023.

13. The *Therapeutic Goods and Other Legislation Amendment (Vaping Reforms) Act 2024* which commenced on 1 July 2024.

14. The updates cover five areas of the Sigma business – Marketing, Merchandise, Technology, Health Services and Operations.

# Environment

At Sigma, we are committed to reducing the impact of our business activities on the environment and global ecosystems.

## Climate change and energy management

The effects of global warming can lead to an increase in the frequency and intensity of climate-related events that may impact Sigma's ability to deliver on its business strategy.

To reduce GHG emissions, we have launched several initiatives that target the improved energy efficiency of our assets. This includes the adoption of solar energy across our facilities and the rollout of electric vehicles (EVs).

During the year, a key area of focus has been the installation of additional solar energy at our Kemps Creek distribution centre. We have worked closely with our landlord and are pleased to report that Sigma's preferred option for solar infrastructure has been fully approved and is due to be installed in the coming year. We have also introduced 11 EVs to our distribution fleet.<sup>15</sup> As we continue to adopt more EVs in our fleet, we will investigate the installation of charging facilities at distribution centres.

We have monitored the development of Australia's climate reporting legislation and are now preparing to comply with Australian Accounting Standards Board (AASB) S2 standards in FY2026.<sup>16</sup>

## Performance in FY2025

- Scope 1 and 2 emissions increased to 7,673 tCO<sub>2</sub>e, from 6,601 tCO<sub>2</sub>e in FY2024.
- Sigma's consumption of solar as a proportion of total energy consumed decreased to 21.7%, from 23.4% in FY2024.
- Commenced a climate reporting readiness assessment in FY2025 that includes a gap analysis and an assessment of our climate-related risks and opportunities.
- Established a Climate Reporting Working Group to oversee preparations for mandatory climate-related financial reporting from FY2026 in Australia.

## Waste and hazardous materials management

Sigma distributes pharmaceutical medicines and over the counter products to pharmacies and aged care facilities across Australia. These activities can be associated with significant volumes of waste.

Our Environmental Management and Sustainability Policy outlines our approach to minimising the impact of waste generated at Sigma.

We have continued to use a third-party waste contractor (Veolia) to manage disposal of all waste generated at Sigma. As part of our agreement, we are provided monthly waste reporting for each distribution centre, which is analysed to explore waste reducing opportunities. During the year, paper and cardboard (73.5%) was identified as the leading source of waste, followed by general waste (23.6%).

## Performance in FY2025

- Generated 3,780 tonnes of waste, up from 3,317 tonnes in FY2024. This can be attributed to the growing scale of the business.
- Installed smaller general waste bins across our distribution centre network to encourage better recycling habits.

## Life cycle management

Sigma seeks to establish waste recycling practices across our business that diverts waste from landfill, whenever it is feasible to do so.

Sigma has been a member of the Australian Packaging Covenant Organisation (APCO) since 2014. As part of this membership, we have committed to producing an APCO Annual Report that reports on our progress against the APCO Packaging Sustainability

Framework. We are pleased to report that in the most recent report<sup>17</sup>, Sigma received the highest rating given by APCO – Beyond Best Practice.

Replacing our ageing cardboard compacting equipment has continued during the year, to increase the capacity of cardboard recycling facilities at each distribution centre.

Improving waste management and reporting was a topic allocated to a team within our Emerging Leaders Program during the year. The work undertaken by the team has developed a stronger waste management culture across our distribution centre network, by fostering better engagement and reporting of data to deliver stronger waste management performance.

A key area of focus has been improving our understanding of each distribution centre's recycling practices. During the year, data provided by our third-party waste contractor has been shared with each distribution centre, to foster an improved awareness of current recycling practices across Sigma's distribution centres. In the coming year, a more detailed analysis will be completed to provide Sigma with a foundation to create uniform waste streams for all distribution centres.

15. This does not include four EV vans operated by contractors servicing the Darwin distribution centre.

16. Following the merger with Chemist Warehouse, Sigma Healthcare will fall into the first cohort of companies required to comply with AASB S2 in FY2026.

17. The APCO Annual Report covered the reporting period of January 2024 to December 2024.



A new initiative has been our Waste Champions program. At each distribution centre, dedicated team members now serve as a point of contact for other team members to answer questions on the recyclability of waste.

#### Performance in FY2025

- Achieved 79.2% of waste diversion from landfill,<sup>18</sup> up from 71.2% in FY2024.
- Submitted our eleventh APCO Annual Report, improving our performance rating to 'Beyond Best Practice.'
- Upgraded cardboard compacting equipment at the Kemps Creek distribution centre to increase the capacity of our cardboard recycling at the site.
- Improved sharing of data and knowledge to support the adoption of better waste recycling practices.



18. Note that waste diversion from landfill in FY2025 does not include the performance of the Canning Vale distribution centre due to data collection issues incurred by our third-party waste contractor (Veolia).





# Governance

## Board governance and business ethics

During the year, the composition of our Board has been stable at six directors, with no new appointments or resignations.<sup>19</sup> We understand the importance of good corporate governance and have aligned with the ASX Corporate Governance Principles and Recommendations (4th Edition) during the year.

A copy of our [Corporate Governance Statement](#) is publicly available on our website and contains a more comprehensive description of our Board structure and functions, along with an overview of our corporate governance policies.

## Sustainability governance

In FY2025, our ESG Steering Committee held six meetings. The Committee was chaired by the Head of Corporate Affairs and members included the Chief People Officer, the General Counsel & Company Secretary, the Procurement and Commercial Leader, the Chief Logistics Officer and the Facilities and Security Coordinator. An external sustainability and governance advisor, Sodali & Co, was also engaged to support with knowledge and capacity building.

A range of topics were discussed by the ESG Steering Committee during the year, including preparedness for AASB S2 reporting, materiality and Sigma's progress across initiatives relating to our key sustainability pillars.

## Business ethics

Our [Code of Conduct Policy](#) sets out the standards of behaviour expected by all employees and contractors, as well as the consequences for any breaches of this Code. The key principles of this Code include honest and ethical behaviour, respect for people and property, and legal compliance. We also have a Delegation of Authority Policy (DOA) in place to mitigate the risk of business decisions being made by unauthorised team members.

Sigma seeks to create a culture of integrity and fair and honest dealing in its business activities. This is reinforced by our [Whistleblower Policy](#) that encourages all team members to report any suspected illegal or unethical behaviour. This Policy provides protections for those team members against harassment, vilification, or employment consequences.

In FY2025, an independent 24/7 hotline has continued to provide team members with the opportunity to confidentially report suspected illegal or unethical behaviour.

## Performance in FY2025

- No whistleblower reports received.
- 94% of all compliance training was completed<sup>20</sup>, up from 82% in FY2024.
- Training delivered to new team members on the Delegation of Authority Policy.

## Anti-bribery and corruption

Our [Anti-Bribery and Corruption Policy](#) (ABCP) sets out our approach for dealing with all aspects of bribery and corruption, including making political donations, providing gifts, entertainment, or hospitality in addition to guidance on how incidents of corruption should be reported internally. Any material breaches of the ABCP are reported to and managed by the Chief Executive Officer and alerted to and Chair of the Risk Management and Audit Committee. We also have a Gifts, Gratuities and Entertainment Policy in place that outlines Sigma's approach to managing entertainment and gifts received by team members.

Sigma continues to maintain a Conflicts of Interest Register to ensure that any actual, potential or perceived conflicts of interest<sup>21</sup> are fully considered in decisions made at Sigma and appropriately managed. As part of this process, all reported conflicts are reviewed by the Conflicts Committee. A Gifts and Entertainment Register is also maintained to ensure that any gift over \$150 is recorded and approved by the Chief Executive Officer. Team members are sent regular emails to remind them of their reporting obligations.

All new team members are now required to declare conflicts of interest during Sigma's induction process.

## Performance in FY2025

- No legal action against us regarding breaches of anti-bribery or corruption in FY2025.
- Conflicts of Interest Register was refreshed and updated.

## Modern slavery and supply chain management

Sigma values, and is committed to, protecting human rights, eradicating modern slavery and ethical sourcing of goods and services across all areas of the Sigma business. Sigma has a zero-tolerance approach to modern slavery and is committed to an ethical and transparent approach to its business activities. Sigma expect its suppliers, contractors, business partners and external stakeholders to work with them to fulfil these common goals.

Sigma's [Ethical Sourcing and Modern Slavery Policy](#) was revised and updated this year. It is publicly available on our website and outlines our approach to managing modern slavery and supply chain risks throughout our business operations.

19. The Board composition has changed following the merger with CWG in February 2025.

20. All employees are required to complete training on the Code of Conduct, Delegations of Authority Policy, Ethical Sourcing and Modern Slavery Policy, Privacy Policy, sexual harassment, and safety.

21. A conflict of interest arises at Sigma when a Team Member's position conflicts with their financial or other personal considerations or interests and which may affect, have the potential to affect, or could have the appearance of affecting, their judgement, objectivity or independence. Our Code of Conduct identifies that conflicts of interest include, but are not limited to, supplementary employment; commission or fees received; or receipt of material gifts or benefits.

# Governance continued

As part of Sigma's strategy to mitigating modern slavery risks, we use the *Ethixbase360* platform to undertake due diligence screening. This screening considers the location and nature of a supplier's business activities to identify any concerns that require further due diligence. Sigma has continued to update standard procurement and supplier contract templates in FY2025 to ensure that Sigma's suppliers comply with the requirements of Sigma's Ethical Sourcing and Modern Slavery Policy, and to confirm with Sigma that they comply with the *Modern Slavery Act 2018*.

During the year, a key area of focus was the establishment of a Modern Slavery Working Group to advise the senior leadership team on policies, programs and other initiatives aimed at mitigating modern slavery risks. The Working Group is scheduled to meet monthly and reports to the ESG Steering Committee.

## Performance in FY2025

- Revised and updated the Ethical Sourcing and Modern Slavery Policy.
- Awareness training on modern slavery and Sigma's expectations for mitigating this risk delivered to all employees.
- Terms of Reference drafted and adopted for new Modern Slavery Working Group.
- Released our fourth Modern Slavery Statement under the *Australian Modern Slavery Act 2018*.

## Product quality and safety

Sigma sets a high standard for quality across the business, befitting our role in handling and distributing healthcare products across Australia's largest retail pharmacy network.

Our wholly owned subsidiary Sigma Healthcare Logistics Pty Ltd has maintained a Quality Management System that meets the requirements of *ISO 9001: 2015*, and the *Australian Code of Good Wholesaling Practice (cGWP)* for Medicines in Schedules 2, 3, 4 and 8. Our distribution centre at Kemps Creek also continues to meet the requirements of *ISO 13485* guidelines.

## Innovation and digital technology

Sigma understands that artificial intelligence (AI) holds the potential to improve operational processes and enhance customer experiences. During the year, we continued to monitor these developments.

Several possible applications for AI have been identified as opportunities for Sigma to consider, including:

- AI-driven analytics to enhance inventory management and supply chain optimisation
- Personalisation through AI algorithms to provide consumers with targeted recommendations and more engaging shopping experiences
- Automation of routine and repetitive tasks, such as order processing and inventory tracking, and

- Identifying patterns of fraudulent transactions, which may be valuable in preventing online payment fraud and protecting sensitive customer information.

In the coming year, we will continue to evaluate the development of new technology as it is included in out-of-box software packages. Sigma will consider adopting new technology on a case-by-case basis, where a compelling financial and strategic gain is identified.

## Performance in FY2025

- Trialling of certain AI tools to optimise inventory management.
- Trialling of Microsoft Copilot in Sigma's Technology division.

## Cybersecurity and data privacy

Sigma handles personal information relating to suppliers, customers, loyalty program members, employees, and patients.

Our approach is underpinned by our [Privacy Policy](#), which is publicly available on our website and guides how we manage personal information that we collect, access, store, use, and disclose while operating our business. A Retention of Records Policy has also been developed to ensure that physical documents are retained for the necessary period and properly destroyed when no longer required by Sigma.

As part of our strategy, we have continued to invest in an *ISO 27001* aligned Information Security Program. We have also now fully embedded a third-party cybersecurity protection platform (*Rapid 7*) across all of Sigma's digital devices to ensure that we constantly monitor, detect and isolate data anomalies.

Improving our approach to data privacy and governance has been a key area of focus. During the year, the Board adopted the Cybersecurity Incident Report Plan and Information Security Policy. The Cybersecurity Incident Response Plan sets the procures for staff and key personnel for reporting and dealing with cybersecurity incidents and helps ensure that Sigma responds appropriately to an incident. The Information Security Policy was developed to articulate Sigma's requirements in relation to confidentiality, integrity and availability of data. The policy establishes responsibilities for data security at Sigma and aims to mitigate risks relating to loss of confidential data and any associated reputational damage.

The IT Security, Privacy and Risk Committee was further developed and enhanced during the year. This Committee meets on a bi-monthly basis and is responsible for developing new initiatives to support improved data privacy and cybersecurity practices at Sigma.



### Performance in FY2025

- No cybersecurity breaches or reportable data breaches in FY2025.<sup>22</sup>
- Rapid7 now fully embedded across all of Sigma's digital devices monitor, detect and isolate data anomalies.
- Cybersecurity Incident Response Plan and Information Security Policy established.
- Security awareness training delivered to all team members.
- Completed cybersecurity penetration testing to assess vulnerabilities in Sigma's IT systems.
- Deployed Cisco Firepower Threat Defence across Sigma's IT networks to identify traffic patterns, create alerts and strengthen Sigma's IT network security.

### Risk management

Sigma understands that risk management is a key component of good corporate governance and important to achieving strategic and operational objectives. Our [Risk Management Policy](#) is publicly available on our website and describes our overarching approach to risk management.

A business-wide risk management framework has been established at Sigma to ensure that we identify and mitigate any material events that may impact shareholder value. Our risk management framework continues to align with the principles of ISO 31000 risk management guidelines.

The Board is responsible for overseeing and guiding risk management. To assist the Board in discharging its responsibilities, the Board has the Risk Management and Audit Committee (RMAC). This Committee is responsible for oversight and management of Sigma's risk management program.

In FY2025, a key area of focus has been the development of a Business Resilience Program (BRP). Site-based Business Continuity Plans (BCPs) had been previously developed; however, we identified a need to update our framework to provide greater resilience coverage across the whole business. We are pleased to report that the Business Resilience Framework (BRF) that forms part of the wider BRP was completed during the year, and further development of the BRP has commenced.

A discussion of the potential risks faced by Sigma is included in our Annual Report 2024/25.

### Performance in FY2025

- Completion of the Business Resilience Framework to align Sigma's risk management framework with ISO 27031 and AS/NZS 5050 guidelines.



22. Sigma has not received complaints concerning breaches of customer privacy from an outside parties or regulatory bodies.

# Appendix 1 – Consolidated Data Table

	Metric	FY2025	FY2024	FY2023
<b>Our operations</b>				
Business support centres	number	1	1	2
Distribution centres	number	8	9	9
TGA licensed packing facilities	number	3	3	3
Countries sourced for medical consumables and devices	number	>10	>10	>10
Total over the counter products	number	>11,300	>11,300	>11,300
Total pharmaceutical products	number	>4,600	>4,600	>4,600
Deliveries in full	percent	99.6	>99.9	
Dispatched on time	percent	99.4	>99.0	
<b>Our people</b>				
<b>Team member profile</b>				
Total team members	number	872	814	850
Total FTE	number	854.1	801.5	830.8
Total female team members	number	566	520	550
Total male team members	number	306	294	300
Proportion of women in senior management positions	percent	39	40	27
Proportion of women in executive team	percent	28	37.5	28
Proportion of women on the board	percent	33	33	40
Total team members under 30 years of age	number	139	108	107
Total team members between 30-50 years of age	number	489	470	497
Total team members over 50 years of age	number	244	236	246
<b>Breakdown by state</b>				
Total female team members in WA	number	20	16	16
Total male team members in WA	number	21	17	19
Total female team members in NT	number	4	2	3
Total male team members in NT	number	5	3	3
Total female team members in QLD	number	168	159	172
Total male team members in QLD	number	59	66	71
Total female team members in SA	number	9	9	16
Total male team members in SA	number	18	17	15
Total female team members in NSW	number	90	70	84
Total male team members in NSW	number	58	40	43
Total female team members in VIC	number	262	251	250
Total male team members in VIC	number	137	144	140
Total female team members in TAS	number	13	13	9
Total male team members in TAS	number	8	7	9

	Metric	FY2025	FY2024	FY2023
<b>Parental leave</b>				
Team members that took parental or secondary carer's leave				
Female	number	38	33	20
Male	number	5	7	8
Team members that returned to work in reporting period after parental leave or secondary carer's leave ended				
Female	number	15	13	12
Male	number	5	7	6
Team members that returned to work after parental or secondary carer's leave ended that were still employed 12 months later				
Female	number	14	4	12
Male	number	4	3	4
<b>Team member engagement and development</b>				
Engagement survey participation (of total team members) <sup>23</sup>	percent	N/A	N/A	N/A
Overall engagement score (of participating team members)	percent	N/A	N/A	N/A
Total team members receiving regular performance and career development reviews	percent	100	100	100
<b>Health and safety</b>				
Compliance audit result (average across all sites) <sup>24</sup>	percent	90	92	80
Total Recordable Injury Rate (TRIFR)	number	12.0	11.6	
Movement in TRIFR year on year	percent	3		
Lost time injuries (LTI)	number	12	4	3
Movement in LTI year on year	percent	200	33	-25
Lost time injury frequency rate (LTIFR)	number	8	2.18	1.83
Movement in LTIFR year on year	percent	267	19	-31
<b>Gender pay-gap for average total remuneration<sup>25</sup></b>				
Sigma Healthcare Limited	percent		18.2	
Sigma Company Limited	percent	26.0		
Sigma Healthcare Logistics Pty Ltd	percent	21.4		
MPS Hold Co. Pty Ltd	percent	-2.5		

23. A Team member engagement survey was not conducted in 2022/23, 2023/24, or 2024/25.

24. Annual health and safety compliance audit.

25. Measured as (male total salary – female total salary)/female total salary.



## Appendix 1 – Consolidated Data Table continued

	Metric	FY2025	FY2024	FY2023
<b>Annual total compensation ratio (median)</b>				
Ratio for highest paid individual – all team members (excluding the highest-paid individual)	ratio	36:1	44:1	
Ratio of percentage increase for highest paid individual to all team members (excluding the highest-paid individual)	percent	1.02	1.08	
<b>Our customers and community</b>				
<b>Customers</b>				
Pharmacies served	number	>1,200	>1,200	>1,200
Aged care centres served	number	398	621	638
Australian consumer pharmacy spend	percent	23.2	13.3	17.6
Units supplied to community pharmacies	number	298m	>230m	>230m
<b>Community investment</b>				
Total community investment	AUD	\$1,998,000	\$2,246,000	\$91,000
<b>Supply chain</b>				
Total occurrences of child labour	number	0	0	0
Average delivery time	hours	<24	<24	<24
Medication management best in market accuracy rate	percent	99.99	99.99	99.99
<b>Our environment</b>				
<b>Waste<sup>26</sup></b>				
Waste diverted from landfill and recovered	tonnes	2,937	2,362	2,341
Waste to landfill	tonnes	843	955	965
Total waste generated from operations	tonnes	3,780	3,317	3,306
<b>Materials</b>				
Average cardboard box reuse	times	3 to 4	3 to 4	3 to 4
Sheets of paper offset	number	7,145,000	3,400,000	5,100,000

26. Waste data is calendar year data. Data is based on waste reports provided by waste contractors servicing the largest 10 sites of the 14 we occupy. Sigma considers the remaining 10 sites as non-material sources of waste generation. We are implementing a process to improve our waste volume data collection.

	Metric	FY2025	FY2024	FY2023
<b>Emissions</b>				
Diesel usage <sup>27</sup>	kwh	5,350	25,240	10,790
Non-renewable electricity usage <sup>28</sup>	kwh	11,665,719	9,251,457	11,451,916
Renewable solar electricity usage <sup>29</sup>	kwh	2,877,101	2,831,000	2,011,480
Total electricity consumption	kwh	13,231,003	12,082,457	13,463,396
Total energy consumption	kwh	13,236,353	12,107,697	13,474,186
Scope 1 emissions <sup>30</sup>	tonnes CO <sub>2</sub> e	276.72	7.57	3.37
Scope 2 emissions <sup>31</sup>	tonnes CO <sub>2</sub> e	7,396	6,594	8,610
Total Scope 1 and 2 emissions <sup>32</sup>	tonnes CO <sub>2</sub> e	7,673	6,601	8,613
<b>Our governance</b>				
Whistleblower allegations reviewed and closed	number	0	0	1
Reportable data privacy and cybersecurity breaches	number	0	0	0
Team member completion of mandatory training within prescribed timeline	percent	94	82	N/A

27. Data is based on actual diesel purchased for sites requiring diesel refill during the year and using the energy conversion factor from NGER measurement determination 2008.

28. Data is measured on the actual electricity consumption as recorded in web-based utility platforms or invoices for electricity consumption for the sites occupied by Sigma in the reporting period. Sigma occupied 14 sites in the reporting period and was unable to collect electricity consumption data for one office in a shared commercial site, however the consumption data is considered immaterial.

29. Data is based on performance reports from solar generation monitoring third-party. All solar electricity generated on site is consumed by Sigma sites. Sigma has five sites with photovoltaic systems.

30. Emissions data is calendar year data.

31. Emissions data is calendar year data.

32. Emissions data is calendar year data.

## Appendix 2 – GRI Table

**Statement of Use:** Sigma Healthcare Limited has reported the information cited in this GRI content index for the period 1 February 2024 – 31 January 2025 with reference to the GRI Standards (2021).

Disclosure	Location or comment
<b>GRI 1: Foundation 2021</b>	
This Sustainability Report has been prepared in line with the principles for defining report content and quality, including undertaking a materiality assessment.	
<b>GRI 2: General Disclosures 2021</b>	
2-1 Organisational details	About this Report (pg. 1)
2-2 Entities included in the organisation's sustainability reporting	Annual Report 2024/25
2-3 Reporting period, frequency and contact point	About this Report (pg. 1)
2-4 Restatements of information	Sigma Healthcare has not made any restatements in the FY2025 reporting period.
2-5 External assurance	Not applicable
2-6 Activities, value chain and other business relationships	Our Value Chain (pg. 4)
2-7 Employees	Consolidated Data Table (pg. 22)
2-8 Workers who are not employees	Consolidated Data Table (pg. 22)
2-9 Governance structure and composition	Sustainability governance (pg. 19) Corporate Governance Statement 2024/25
2-10 Nomination and selection of the highest governance body	Corporate Governance Statement 2024/25 Board Renewal Policy Diversity and Inclusion Policy 2024 Nomination and Remuneration Charter
2-11 Chair of the highest governance body	Corporate Governance Statement 2024/25 Board Charter
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability governance (pg. 19) Corporate Governance Statement 2023/24 Board Charter
2-13 Delegation of responsibility for managing impacts	Sustainability governance (pg. 19)
2-14 Role of the highest governance body in sustainability reporting	Board Charter
2-15 Conflicts of interest	Anti-bribery and corruption (pg. 19) Code of Conduct Policy
2-16 Communication of critical concerns	The Executive Management team raises any critical concerns, and whistleblower reports to the attention of the Risk Management and Audit Committee and/or the Board as soon as is required depending on the risk rating (in the context of Sigma Healthcare's risk appetite).
2-17 Collective knowledge of the highest governance body	Sustainability governance (pg. 19)
2-18 Evaluation of the performance of the highest governance body	Sigma Healthcare Limited Board Charter Nomination and Remuneration Charter



Disclosure	Location or comment
2-19 Remuneration policies	Annual Report 2024/25
2-20 Process to determine remuneration	Annual Report 2024/25 Nomination and Remuneration Charter WGEA Reporting 2023-24
2-21 Annual total compensation ratio	Consolidated Data Table (pg. 24)
2-22 Statement on sustainable development strategy	Message from Our Board and Executive (pg. 2)
2-23 Policy commitments	Code of Conduct Policy Ethical Sourcing and Modern Slavery Policy 2024
2-24 Embedding policy commitments	Modern Slavery Statement 2024 Code of Conduct Policy Ethical Sourcing and Modern Slavery Policy 2024
2-25 Processes to remediate negative impacts	Whistleblower Policy
2-26 Mechanisms for seeking advice and raising concerns	To raise a concern, stakeholders can contact: <ul style="list-style-type: none"> <li>• Kara McGowan on +61 3 9215 9215 or via email on kara.mcgowan@sigmahealthcare.com.au</li> <li>• Linchpin Legal Group Pty Ltd on +61 1300 806 216 or via email on alertsigma@llm.net.au</li> </ul>
2-27 Compliance with laws and regulations	No significant breaches or laws and/or regulations occurred in FY2025.
2-28 Membership associations	Regulator and industry associations engagement (pg. 6)
2-29 Approach to stakeholder engagement	Stakeholder engagement (pg. 5)
2-30 Collective bargaining agreements	Eight collective bargaining agreements were in place during FY2025.
<b>GRI 3: Material Topics 2021</b>	
3-1 Process to determine material topics	Material topics (pg. 7)
3-2 List of material topics	Material topics (pg. 8)
3-3 Management of material topics	People (pg. 11) Customers and Community (pg. 15) Environment (pg. 16) Governance (pg. 19)
<b>GRI 205: Anti-corruption 2016</b>	
205-1 Operations assessed for risks related to corruption	No operations have been identified as exposed significant risks relating to corruption.
205-2 Communication and training about anti-corruption policies and procedures	The Anti-Bribery and Corruption Policy requires management to ensure that team members who are likely to be exposed to bribery or corruption be aware of the Policy and understand how to recognise and deal with these cases.
205-3 Confirmed incidents of corruption and actions taken	No confirmed instances in FY2025.

## Appendix 2 – GRI Table continued

Disclosure	Location or comment
<b>GRI 206: Anti-competitive Behaviour 2016</b>	
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No instances of legal action in FY2025.
<b>GRI 302: Energy 2016</b>	
302-1 Energy consumption within the organisation	Consolidated Data Table (pg. 25)
302-2 Energy consumption outside of the organisation	Information unavailable
302-3 Energy intensity	Information unavailable
302-4 Reduction of energy consumption	Information unavailable
302-5 Reductions in energy requirements of products and services	Not applicable
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	Consolidated Data Table (pg. 25)
305-2 Energy indirect (Scope 2) GHG emissions	Consolidated Data Table (pg. 25)
305-3 Other indirect (Scope 3) GHG emissions	Information unavailable
305-4 GHG emissions intensity	Information unavailable
305-5 Reduction of GHG emissions	Information unavailable
305-6 Emissions of ozone-depleting substances (ODS)	Information unavailable
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Information unavailable
<b>GRI 306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	Information unavailable
306-2 Management of significant waste-related impacts	Life cycle management (pg. 16)
306-3 Waste generated	Consolidated Data Table (pg. 24)
306-4 Waste diverted from disposal	Consolidated Data Table (pg. 24)
306-5 Waste directed to disposal	Consolidated Data Table (pg. 24)
<b>GRI 401: Employment 2016</b>	
401-1 New employee hires and employee turnover	Consolidated Data Table (pg. 22)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Team members engaged on maximum term contracts do not participate in the annual short-term incentive program and cannot access novated leasing arrangements.
401-3 Parental leave	Consolidated Data Table (pg. 23)
<b>GRI 403: Occupational Health and Safety 2018</b>	
403-1 Occupational health and safety management system	Health and safety for customers and staff (pg. 12)
403-2 Hazard identification, risk assessment, and incident investigation	Health and safety for customers and staff (pg. 12)
403-3 Occupational health services	Wellbeing (pg. 13)
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety for customers and staff (pg. 12)
403-5 Worker training on occupational health and safety	People development and retention (pg. 12)
403-6 Promotion of worker health	Wellbeing (pg. 13)

Disclosure	Location or comment
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety for customers and staff (pg. 12)
403-8 Workers covered by an occupational health and safety management system	Health and safety for customers and staff (pg. 12)
403-9 Work-related injuries	Consolidated Data Table (pg. 23)
403-10 Work-related ill health	No cases of recordable work-related ill health or fatalities due to work-related ill health in FY2025.
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	6.68 hours per team member
404-2 Programs for upgrading employee skills and transition assistance programs	People development and retention (pg. 12) If a team member is made redundant, Sigma engages with an external placement provider to maximise their chances of securing new employment.
404-3 Percentage of employees receiving regular performance and career development reviews	Consolidated Data Table (pg. 23)
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	Consolidated Data Table (pg. 22)
405-2 Ratio of basic salary and remuneration of women to men	Workplace Gender Equality Agency (WGEA) reporting (pg. 12) WGEA Report 2023-24
<b>GRI 406: Non-discrimination 2016</b>	
406-1 Incidents of discrimination and corrective actions taken	Health and safety for customers and staff (pg. 12)
<b>GRI 408: Child Labour 2016</b>	
408-1 Operations and suppliers at significant risk for incidents of child labour	No operations or suppliers identified in FY2025.
<b>GRI 409: Forced or Compulsory Labour 2016</b>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	No operations or suppliers identified in FY2025.
<b>GRI 414: Supplier Social Assessment 2016</b>	
414-1 New suppliers that were screened using social criteria	Modern Slavery Statement 2024
414-2 Negative social impacts in the supply chain and actions taken	Modern Slavery Statement 2024
<b>GRI 415: Public Policy 2016</b>	
415-1 Political contributions	No political contributions made in FY2025.
<b>GRI 416: Customer Health and Safety 2016</b>	
416-1 Assessment of the health and safety impacts of product and service categories	Not applicable
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable
<b>GRI 418: Customer Privacy 2016</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and data privacy (pg. 20)



