

CORPORATE POLICY

GROUP SUSTAINABLE DEVELOPMENT POLICY

Responsible department: Group Services: Company Secretarial and Legal
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Version: 14
Date of previous approval: 26 March 2020
Approving Body: Group Executive Committee, Clinical Performance and Sustainability Committee and Board

1.	PURPOSE	
	<p>This policy formally documents Mediclinic’s commitment, strategy, reporting standards and governance approach to manage its environmental, social and economic impacts and performance, to support the long-term sustainable success of the Group, generating value for shareholders and contributing to wider society. The Group’s commitment, strategy, reporting standards and governance approach to manage its environmental impacts and performance is dealt with in further detail in the Group Environmental Policy.</p>	
2.	SCOPE	
	<p>This policy applies to the Group and shall be adopted and implemented by the Group Executive Committee as well as the Executive Committee of each Division.</p>	
3.	DEFINITIONS	
	<p>“Board”</p> <p>“CPSC”</p> <p>“Executive Committee”</p> <p>“GRI”</p> <p>“Group Sustainability Function”</p> <p>“Mediclinic” or “the Group”</p> <p>“Division(s)”</p>	<p>means the board of directors of Mediclinic International plc;</p> <p>means the Clinical Performance and Sustainability Committee of Mediclinic International plc;</p> <p>means the Group Executive Committee or a Division, as the context may indicate;</p> <p>means the Global Reporting Initiative’s Sustainability Reporting Standards issued by the Global Sustainability Standards Boards, as may be amended from time to time;</p> <p>means the sustainability function of Mediclinic International, under supervision of the Group Chief Governance Officer of Mediclinic International;</p> <p>means Mediclinic International plc and its subsidiaries, which includes the Divisions; and</p> <p>means the divisions of Mediclinic International in (i) South Africa and Namibia (Mediclinic Southern Africa), (ii) Switzerland (Hirslanden), and (iii) the United Arab Emirates (Mediclinic Middle East).</p>
4.	SUSTAINABLE DEVELOPMENT PHILOSOPHY	
	<p>Mediclinic is focused on its core business of providing specialist-orientated, multi-disciplinary healthcare services across the continuum of care, on a sustainable basis. The Group is committed to ethical business practices and efficient risk management, and continually strives to be a responsible corporate citizen by, <i>inter alia</i>, continuously monitoring and managing its environmental, social and economic impacts. This, as well as numerous other sustainability considerations, are entrenched in the Group’s vision and values.</p> <p>Mediclinic is committed to being a good corporate citizen and believes that sustainability must be integrated in its business strategy, focusing not only on its financial output, but also on managing and utilising environmental and social resources efficiently to ensure a sustainable business in the long term.</p>	

	<p>Mediclinic is committed to continuously review, develop and improve its sustainable development strategy, governance approach and public reporting.</p> <p>Mediclinic recognises that it is accountable to its stakeholders and is committed to effective and regular engagement with them and to publicly report its sustainability performance in accordance with the GRI.</p> <p>Mediclinic acknowledges that governance, strategy, risk, performance, clinical and sustainability are inter-connected and that these should be addressed in an integrated manner. Through the integrated approach adopted, Mediclinic believes that it will continue to achieve financial growth, effectively manage its risks, protect the environment and enhance social wellbeing simultaneously, resulting in maintained trust and respect of its stakeholders.</p>
5.	<p>OBJECTIVES</p>
	<p>Mediclinic strives to achieve the following key objectives through its focus on sustainable development:</p> <ul style="list-style-type: none"> • effectively manage its significant environmental, social and economic impacts and risks by: <ul style="list-style-type: none"> - minimising its environmental impacts, through its focus on, <i>inter alia</i>, becoming carbon neutral by 2030 (by reducing carbon emissions and improving energy efficiency), implementing and maintaining an effective environmental management system across the Group, having zero waste to landfill by 2030 and maintaining safe waste and hazardous waste practices, sustainable water usage and the protection of biodiversity; - building stakeholder trust, through its focus on, <i>inter alia</i>, maintaining and strengthening the respect and trust of its stakeholders; respecting human rights (with reference to the prevention of Modern Slavery); improving Diversity and Inclusion; improving employee engagement (with reference to recruitment and retention, training and skills development, remuneration and labour relations); employee health and safety (referring to workplace safety and employee wellness); optimal supply chain performance; improving the client value proposition and effective contributions to Corporate Social Investment; - being an ethical and responsible corporate citizen, through its focus on, <i>inter alia</i>, ethics, anti-bribery and corruption; effective measures, practices and controls to protect the Group's Information Assets and maintaining high-quality healthcare infrastructure; • creating a responsible investment proposition for shareholders and potential investors; • building the Group's brands and reputation; and • early identification and response to non-financial risks.
6.	<p>GOVERNANCE OF SUSTAINABLE DEVELOPMENT</p>
	<p>6.1 <u>Responsibility</u></p> <p>The CPSC is responsible for, <i>inter alia</i>, monitoring the Group's sustainable development activities, drawing matters within its mandate to the attention of the Board as may be required and reporting on the matters within its mandate to the shareholders of Mediclinic.</p> <p>The Group Executive Committee is responsible for the management of sustainable development throughout the Group, with delegated responsibilities to the Group Sustainable Development Function and the Executive Committees of the Divisions. The Group Executive Committee or Group Sustainable Development Function shall report any significant matter in this regard to the CPSC and/or the Board.</p> <p>The role of the Group Sustainable Development Function is to assist the Company to discharge its responsibilities as a good corporate citizen, to assist with the implementation</p>

of this policy and to manage and implement the Group Sustainable Development Strategy throughout the Group.

6.2 Setting of material sustainability priorities

The Group Executive Committee shall annually review the material sustainability priorities of the Group, after feedback from the Divisions and, based on recommendation by management, and make a recommendation to the CPSC. In determining the material sustainability priorities, management shall perform a materiality assessment. During the materiality assessment, focus should be placed on the Group's most significant sustainable development impacts and risks, being those which directly affect the Group's ability to create value, reflecting the Group's impacts and legitimate expectations of its stakeholders. In this process, Mediclinic should acknowledge its dependency on the six capitals (financial, manufacturing, human, intellectual, social and relationship and natural) in order to create value.

6.3 Duties and responsibilities of the Group Sustainable Development Function

The duties and responsibilities of the Group Sustainable Development Function shall include:

- development, review and implementation of the Group's Sustainable Development strategy and governance procedures;
- liaison with the Divisions to ensure consistent adoption and implementation of the Group's Sustainable Development strategy and governance procedures;
- providing guidance to the Divisions regarding the implementation of the Group's Sustainable Development strategy and governance procedures;
- remaining up to date with international sustainable development trends and reporting standards;
- coordination of feedback from the Divisions to the Group Executive Committee;
- coordination of feedback by the Group Executive Committee to the CPSC and Board, as may be required;
- coordination of information required to participate in sustainable development surveys and assessments and responding to information requests relating to the Group's sustainable development practices and achievements; and
- managing the preparation of the annual sustainable development reporting or such sustainable development reporting published on the Company's website.

6.4 Internal and External Reporting

Any significant sustainability issues shall be reported to the CPSC without delay. The Company shall report, by way of a standalone Sustainable Development Report or any other suitable form of sustainable development reporting, published on the Company's website; and consider and recommend, for approval to the Board, the sustainable development highlights, as included in the Company's annual report. The annual Sustainable Development Report of the Group shall be presented to the CPSC for approval.

6.5 Stakeholder Engagement

The nature of the Group's business implies close personal engagement with a wide range of stakeholders, as indicated below, which is achieved through a variety of communication methods. The results of the Group's stakeholder engagement shall be taken into consideration when determining or confirming the material sustainability priorities of the Group, as referred to in paragraph 6.2 above.

	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="text-align: center;">MEDICLINIC STAKEHOLDER LIST</th> </tr> </thead> <tbody> <tr> <td>Clients</td> <td>Industry partners</td> </tr> <tr> <td>Communities</td> <td>Investors</td> </tr> <tr> <td>Employees and potential applicants</td> <td>Media</td> </tr> <tr> <td>Governments and authorities</td> <td>Medical practitioners</td> </tr> <tr> <td>Healthcare insurers</td> <td>Suppliers</td> </tr> <tr> <td>Industry associations</td> <td>Professional societies</td> </tr> </tbody> </table>	MEDICLINIC STAKEHOLDER LIST		Clients	Industry partners	Communities	Investors	Employees and potential applicants	Media	Governments and authorities	Medical practitioners	Healthcare insurers	Suppliers	Industry associations	Professional societies
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7.	PUBLIC REPORTING & SURVEYS														
	<p>Mediclinic is committed to publicly report on the Group’s sustainable development performance in order to provide its stakeholders with relevant information on non-financial aspects of corporate practice that, in turn, create environmental, social and economic value. The sustainability reporting shall be reviewed at least annually and published on the Group’s website to coincide with the suite of annual reports of the Group. It shall also be made available to the Group’s employees by publishing relevant information on the intranets of the Divisions.</p> <p>The annual sustainability reporting shall, as far as reasonably possible, adhere to the recommendations of the GRI or such other standards as may be applicable and approved by the Group Executive Committee.</p> <p>The Group Executive Committee shall annually consider and make a recommendation to the CPSC on the need for or level of external assurance of the Group’s public reporting on sustainable development.</p> <p>Mediclinic is committed to annually participate in a selection of sustainable development assessments, indices and surveys deemed appropriate by the Group Sustainable Development Function.</p> <p>Results of such assessments are submitted to the Group Executive Committee and CPSC on an annual basis.</p>														
8.	PUBLICATION OF POLICY														
	<p>This policy or a summary thereof shall be made available to all employees of the Group and published on the intranets or other document management system of the Divisions; and to the public through the website of the Group at www.mediclinic.com.</p>														
9.	REVIEW														
	<p>This policy shall be reviewed as and when deemed necessary, but at least annually, by the Board upon recommendation of the CPSC.</p>														
10.	QUESTIONS ON INTERPRETATION														
	<p>Any questions regarding the interpretation and / or implementation of this policy should be addressed to the Group Sustainable Development Function.</p>														