



**EQUAL OPPORTUNITY 1-2 YEARLY REVIEW
– Self Regulated**

Date of Audit: over August 2022

Period related to: August 2020 – 11 August 2022

Conducted by:

Caroline Lee, Chief Executive Officer and Sylvia Ryan, Executive Assistant

For company/ies: Leecare Solutions Pty Ltd (Aust.) and Leecare Holdings Pty Ltd; Leecare Solutions SG Pte Ltd and Leecare Health Pte Ltd (SG); Leecare Solutions UK Limited and Leecare Health UK Limited (UK); Leecare Solutions NZ Limited

EQUAL OPPORTUNITY PRACTICES REVIEW

Audit item	Result – did the company achieve this objective in the period stated	Comments	Self Rating / 10
Did the company employ and support employees from any continent of the world?	Yes	Leecare personnel were born in the following 5 continents, with no personnel from South America or Antarctica at present. <ul style="list-style-type: none"> - Australia/Oceania - Africa - Asia - North America - Europe 	10
Have any persons living with a disability applied for a role which the company rejected based on their disability?	No	No-one living with a disability has applied for a role – there have been no criteria to dissuade persons to apply.	10
Do any current personnel live with a physical disability that impacts their daily life?	No	No-one living with a disability currently works at Leecare.	NA
Does the company have building and office features to support a person living with a physical disability to attend the office in all countries or are there policies in place that could support them to work from home and attend the office or our clients?	Yes	Australia, UK, NZ – ground floor office or client environment present to work in or work from home policy is robust. SG and Harare have no physical office at present hence working from home is the company supported policy.	NA

Form: EV01 Date of issue: 12 December 2013. Rev Jan2020 Approved by: Caroline Lee Chief Executive Officer

**EQUAL OPPORTUNITY 1-2 YEARLY REVIEW
– Self Regulated**

Have persons from all genders or sexuality preferences been supported to apply and interview for all roles within the company?	Yes	No discrimination has occurred with employment practices that impact upon employing a person from any gender or sexuality.	10
Did the company employ women in at least 30% of roles and in senior management roles	Yes	Up to 48% of the employees with Leecare nationally are women and over 50% are in senior management or Director roles.	10
Has a person's political leaning influenced their employment or lack of employment with Leecare?	No	This is not a question we ask nor is it a concern if staff speak about their political preferences as long as they continue to respect other staff, clients and stakeholders of the company.	10
Were resumes and reference checks including recruitment companies as relevant utilised to identify staff with the right skills mix for all roles?	Yes	Staff are only employed who meet the role criteria.	10
		Final rating /60	60

A Rating of 60 is required to be a satisfactory rating.

SUMMARY

Leecare continues to use strategies to ensure equal opportunity practices are used in all employment and ongoing activities.

Corporate Manager Paul Kean has ensured all energy usage is supported via carbon offsets.

Signed by: Paul Kean, Corporate Manager, Leecare & subsidiary companies:



Date: 11/8/2022

Confirmed by: Dr Caroline Lee, Group CEO:



Date: 11/8/2022

E 3 EQUAL OPPORTUNITY POLICY**E 3.1 PURPOSE / PREAMBLE**

EEO means employees are employed and judged on their ability to do a job based upon their merits.

Anti-discrimination and Affirmative Action legislation are designed to create equal employment opportunities where discrimination is prohibited and employment opportunities for example women, is actively pursued. Leecare recognizes that all persons with the skill to perform their role should be provided opportunity to work with Leecare with no consideration given to their race, ethnicity, gender and/or sexuality, political leanings or disability.

E 3.2 POLICY

This organisation shall not tolerate or participate in any activity of discrimination and shall provide for equal employment opportunities in its employment practices.

E 3.3 PROCEDURE

1. Every employee has the right to be treated with fairness, equity and respect. This shall facilitate a total working environment free from discriminatory practices and activities.
2. All employment decisions including recruitment, training and promotion, made by management shall be solely based on the merit of the individual and the needs of the organisation.
3. Employment practices will not discriminate against persons applying for roles or working within the company based upon their race, ethnicity, gender and/or sexuality, political leanings or disability.