

People Scorecard

Health and Safety



People Scorecard

Workforce

Employee Turnover

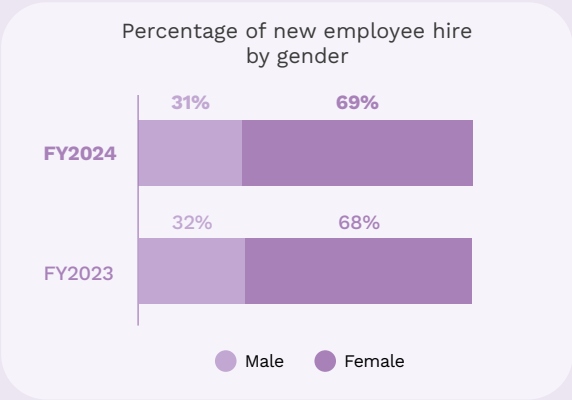
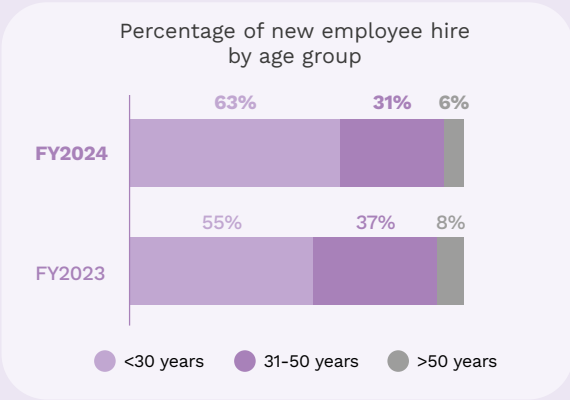
Number and percentage of employee turnover by employee category ¹	FY23		FY24	
	Total Turnover	Total %	Total Turnover	Total %
Senior management	108	0.2	58	0.1
Management	539	1.1	475	1.0
Executive	2,796	6.0	2,089	4.3
Non-executive	6,630	14.1	9,529	19.7
Total	10,073	21.4	12,151	25.1

Training

Number of training hours by employee category ²	FY23	FY24
	Total Hours	Total Hours
Senior management	25,223	34,464
Management	48,990	53,766
Executive	147,636	183,998
Non-executive	818,569	990,659
Total	1,040,418	1,262,887

Parental leave ³	FY23			FY24		
	Male	Female	Total case	Male	Female	Total case
Return to work rates of employees that took parental leave, by gender	100%	89%	94%	100%	86%	92%
Total number of employees that took parental leave, by gender	1,416	1,676	3,092	808	991	1,799
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	1,416	1,496	2,912	807	851	1,658
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	1,399	1,383	2,782	776	812	1,588

New Employee Hire



People Engagement & Talent Development	FY22	FY23	FY24
Percentage increase in nursing talent roles	Established baseline	5.6% against baseline	14% against baseline
EES score on employee engagement	Established baseline	2% above Global Healthcare benchmarking score	3% above Global Healthcare benchmarking score

Labour practices and standards	FY23	FY24
Number of substantiated complaints concerning human rights violation	0	0

Note:
Percentage figures may not add up to 100% due to rounding of decimals. All data excludes Fortis Healthcare, in line with our reporting scope and boundary.

¹ Refers to both voluntary and involuntary turnover.
² Training includes all types of vocational training and instruction, paid educational leave provided by a company for its employees, training, or education pursued externally and paid for in whole or in part by a company and training on specific topics. Training does not include on-site coaching by supervisors.
³ Parental leave refers to paternity and maternity leave only.