

## 2023 ESG Report - GRI Content Index

Integral Diagnostics Limited (IDX) has published its 2023 Environment, Social & Governance Report in reference to the GRI Standards (GRI 1: Foundation 2021) for the period 1 July 2022 to 30 June 2023.

GRI Standard	Disclosure	Location
<b>GENERAL DISCLOSURES</b>		
<b>GRI 2: General Disclosures 2021</b>	2-1	Organisational details <a href="#">2023 ESG Report</a> - About Us (p. 8-11) - Contact Us (p.37) <a href="#">2023 Annual Report</a> - Notes to the Financial Statements Note 35 – Interests in Subsidiaries (p103-4)
	2-2	Entities included in the organization’s sustainability reporting <a href="#">2023 ESG Report</a> - Reference to GRI and SDG (p. 14) <a href="#">2023 Annual Report</a> - Notes to the Financial Statements Note 35 – Interests in Subsidiaries (p103-4)
	2-3	Reporting period, frequency and contact point <a href="#">2023 ESG Report</a> - A Message from our Chair and CEO (p. 6) - Contact us (p. 37)
	2-4	Restatements of information None
	2-5	External assurance <a href="#">2023 ESG Report</a> (p. 37) <a href="#">Website</a>
	2-6	Activities, value chain and other business relationships <a href="#">2023 ESG Report</a> - About Us (p. 8-11) - Development of ESG Strategy (p. 13) - Suppliers (p. 30)
	2-7	Employees <a href="#">2023 ESG Report</a> - ESG scorecard (p. 15) - Our Workforce Profile and Employee Relations (p. 20) - Note: IDX reports only one region which includes Australia and New Zealand.
	2-8	Workers who are not employees <a href="#">2023 ESG Report</a> - Our Workforce Profile and Employee Relations (p. 20)
	2-9	Governance structure and composition <a href="#">2023 ESG Report</a> - Governance (p. 34) <a href="#">2023 Corporate Governance Statement</a> <a href="#">2023 Annual Report</a> (p. 18-22)
	2-10	Nomination and selection of the highest governance body <a href="#">IDX Board Charter</a> <a href="#">2023 Corporate Governance Statement</a>
	2-11	Chair of the highest governance body <a href="#">IDX Board Charter</a> <a href="#">2023 Corporate Governance Statement</a>
	2-12	Role of the highest governance body in overseeing the management of impacts <a href="#">2023 ESG Report</a> - Governance (p. 34) <a href="#">IDX Board Charter</a> <a href="#">2023 Corporate Governance Statement</a>
	2-13	Delegation of responsibility for managing impacts <a href="#">2023 ESG Report</a> - Governance (p. 34) <a href="#">2023 Corporate Governance Statement</a>

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2-14	Role of the highest governance body in sustainability reporting	<a href="#">2023 ESG Report</a> - Governance (p. 34)
2-15	Conflicts of interest	Processes outlined within IDXs' Conflict of Interest Policy (internal)
2-16	Communication of critical concerns	<a href="#">Whistleblower Policy</a> Complaint Process and Guidelines (internal)
2-17	Collective knowledge of the highest governance body	<a href="#">2023 Corporate Governance Statement</a> (p. 10) <a href="#">IDX Board Charter</a> (p. 2)
2-18	Evaluation of the performance of the highest governance body	<a href="#">2023 Corporate Governance Statement</a> (p. 9)
2-19	Remuneration policies	<a href="#">2023 Corporate Governance Statement</a> (p. 22) <a href="#">2023 Annual Report</a> (p. 33)
2-20	Process to determine remuneration	<a href="#">2023 Annual Report</a> (p. 36)
2-21	Annual total compensation ratio	Not provided.
2-22	Statement on sustainable development strategy	<a href="#">2023 ESG Report</a> (p. 6)
2-23	Policy commitments	<a href="#">2023 ESG Report</a> (p. 26) <a href="#">Ethical Supply Chain Policy</a> <a href="#">Diversity &amp; Inclusion Policy</a> <a href="#">Modern Slavery Statement</a>
2-24	Embedding policy commitments	<a href="#">2023 ESG Report</a> - Governance (p. 34) <a href="#">Ethical Supply Chain Policy</a> <a href="#">Diversity &amp; Inclusion Policy</a> <a href="#">Modern Slavery Statement</a>
2-25	Processes to remediate negative impacts	<a href="#">Whistleblower Policy</a> <a href="#">Modern Slavery Statement</a> Complaint Process and Guidelines (internal)
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">2023 ESG Report</a> - Employee Engagement (p. 22) - Patients and Referrers (p. 28) <a href="#">Whistleblower Policy</a>
2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws or regulations and no fines or non-monetary sanctions were incurred.
2-28	Membership associations	<a href="#">2023 ESG Report</a> - Government (p. 36)
2-29	Approach to stakeholder engagement	<a href="#">2023 ESG Report</a> - Patients and Referrers (p. 28) - Suppliers (p. 30)
2-30	Collective bargaining agreements	IDX is guided by Fair Work Australia and the Fair Work Act 2009 on individuals' rights to freely join and/or form a trade union of their choice and their right to collective bargaining. <a href="#">2023 ESG Report</a> - Social (p. 20)

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<b>MATERIAL TOPICS</b>		
<b>GRI 3: Material Topics 2021</b>	3-1	3-1 Process to determine material topics <a href="#">2023 ESG Report</a> - Development of Our ESG Strategy (p. 13)
	3-2	3-2 List of material topics <a href="#">2023 ESG Report</a> - Development of Our ESG Strategy (p. 13)
	3-3	Management of material topics <a href="#">2023 ESG Report</a> - See referenced in the sections for each of the material topics as listed in the Report and below. - Governance (p.34)
<b>Environment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics <a href="#">2023 ESG Report</a> - Strategic focus on carbon emissions strategy (p. 16) - Stakeholder engagement in relation to waste management (p. 18)
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organisation <a href="#">2023 ESG Report</a> - ESG scorecard (p. 15) - Key Emissions Reduction Strategy and Initiatives (p. 16 - 17)
	302-2	Energy consumption outside of the organization <a href="#">2023 ESG Report</a> - Key Emissions Reduction Strategy and Initiatives (p. 16 - 17)
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts <a href="#">2023 ESG Report</a> - Waste Management (p. 18)
	306-2	Management of significant waste-related impacts <a href="#">2023 ESG Report</a> - Waste Management (p. 18)
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions <a href="#">2023 ESG Report</a> - ESG scorecard (p. 15)
	305-2	Energy indirect (Scope 2) GHG emissions <a href="#">2023 ESG Report</a> - ESG scorecard (p. 15)
<b>GRI 307: Environmental Compliance 2016</b>	307-1	Non-compliance with environmental laws and regulations No fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations were issued in the reporting period.
<b>Social</b>		
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics <a href="#">2023 ESG Report</a> - Strategic focus on Social (pg. 20) - Gender gap and pay equity (p. 23) - Diversity and Inclusion (p. 24)
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees <a href="#">2023 ESG Report</a> - ESG Scorecard (p. 15) - Gender Diversity (p.25)
	405-2	Ratio of basic salary and remuneration of women to men <a href="#">2023 ESG Report</a> - Gender Gap and Pay Equity (p. 23)
<b>GRI 403: Occupational Health and Safety 2016</b>	403-2	Work related injuries (and absenteeism) <a href="#">2023 ESG Report</a> - LTIFRs reported only in ESG scorecard (p. 15) - Health and Safety (p. 23)

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<b>GRI 401: Employment 2016</b>	<b>401-1</b>	New employee hires and employee turnover <a href="#">2023 ESG Report</a> - ESG scorecard (p. 15)
	<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees <a href="#">2023 ESG Report</a> - Parental leave (p. 24)
	<b>401-3</b>	Parental leave <a href="#">2023 ESG Report</a> Flexible Work Arrangements (p. 23)
<b>GRI 404: Training and Education 2016</b>	<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs <a href="#">2023 ESG Report</a> - ESG scorecard – investment in training during reporting period (p. 15) - Various training courses offered to staff (pp. 20, 23, 24, 28 and 31)
	<b>Non-GRI</b>	Employee engagement <a href="#">2023 ESG Report</a> - Employee engagement score (p. 22) - Employee NPS (scorecard (p. 15)
<b>Customer outcomes</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics <a href="#">2023 ESG Report</a> - Stakeholder engagement (p. 28) - ESG scorecard (patient NPS and incidents) (p.15)
<b>Suppliers</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics <a href="#">2023 ESG Report</a> - Development of ESG Strategy (p. 13) - Suppliers (p.30) - Governance (p.34) <a href="#">2022 Modern Slavery Statement</a>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor <a href="#">2022 Modern Slavery Statement (pp. 5-8)</a>
<b>GRI 414: Supplier Social Assessment 2016</b>	<b>414-1</b>	New Suppliers that were screened using social criteria <a href="#">2022 Modern Slavery Statement (p. 9)</a>
<b>Cyber Security</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b>	Management of material topics <a href="#">2023 ESG Report</a> - Development of ESG Strategy (p. 13) - Cyber Security (p.31) - Governance (p.34)
<b>GRI 418: Customer Privacy 2016</b>	<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data One notifiable breach concerning patient privacy or loss of customer data were reported by IDX in FY23

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<b>Community</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	<a href="#">2023 ESG Report</a> <ul style="list-style-type: none"> <li>- Development of ESG Strategy (p. 13)</li> <li>- ESG scorecard (p. 15)</li> <li>- Community (p.32)</li> <li>- Governance (p.34)</li> </ul>
<b>GRI 201: Economic Performance 2016</b>	<b>201-1</b> Direct economic value generated and distributed	<a href="#">2023 Annual Report</a> <ul style="list-style-type: none"> <li>- Financial Report (p. 58-62)</li> </ul> <a href="#">2023 ESG Report</a> <ul style="list-style-type: none"> <li>- ESG scorecard (p. 15)</li> </ul>
<b>GRI 203: Indirect-Economic Impacts 2016</b>	<b>203-2</b> Significant indirect economic impacts	<a href="#">2023 ESG Report</a> <ul style="list-style-type: none"> <li>- ESG Scorecard (p.15)</li> <li>- Supporting our communities (p. 32-33)</li> </ul>
<b>Government</b>		
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	<a href="#">2023 ESG Report</a> <ul style="list-style-type: none"> <li>- Development of ESG Strategy (p. 13)</li> <li>- Government (p.36)</li> <li>- Governance (p.34)</li> </ul>
<b>GRI 415: Public Policy 2016</b>	<b>415-1</b> Political Contributions	<a href="#">2023 ESG Report</a> <ul style="list-style-type: none"> <li>- Political Donations (p. 36)</li> </ul>

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