

**MEDTRONIC AUSTRALASIA – EOWA EMPLOYER OF CHOICE FOR WOMEN 2008
SUMMARY OF MEDTRONIC PROGRAMS**

As an organisation that is committed to promoting a productive, safe and inclusive workplace, Medtronic Australasia continue to review and update our policies and procedures to meet the needs of our employees, dynamic culture and the Australian working environment. Our aim is to be at the forefront of leading edge best practices that mutually support the needs of our people and the organisation.

Many Medtronic initiatives are implemented to remove commonly perceived barriers for women progressing throughout the organisation, however are accessible for all employees. As a global organisation, we recognise the value of the diversity and inclusion of the workforce and we positively seek to identify and eliminate all discriminatory practices and promote equity in employment.

| Statistical Overview | |
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| Supporting women to enter the workforce | <ul style="list-style-type: none"> • 57% of total hires in the reporting period, were female. • Of the total number of the more senior roles filled by external candidates, 44% were filled by women. |
| Higher than industry average of women in managerial roles | <ul style="list-style-type: none"> • At least 28% of managers are women; • Two female managers works part-time; • The organisation’s percentage of female managers is greater than the industry sector’s percentage of female managers; • One of our three year goals in relation to Talent Management is to have greater than 40% of senior roles occupied by women; • In the past four years, four women have been appointed to the Management Board. |
| Encouraging the advancement of women in the workplace | <ul style="list-style-type: none"> • 47% of all internal promotions in the reporting period went to women; • Active promotion and facilitation of programs for: <ul style="list-style-type: none"> ○ Succession planning ○ Mentoring ○ Networking ○ Multi-skilling opportunities ○ Stretch assignment opportunities • Metrics presented at every board meeting (includes gender split) of high potentials at every level within the organisation – aimed at highlighting areas where there is disparity of female representation at certain levels within the organisation; • Management Board attend a full day “Talent Review” meeting each year to review the organisations’ talent pipeline and discuss potential opportunities to help accelerate their development so these individuals are ready, willing and able to move into leadership roles. |
| Fair pay for female staff | <ul style="list-style-type: none"> • Pay Equity gap at each level of Medtronic is less than 15.6% and the organisation’s overall pay gap is 11.8%%; • Medtronic’s overall pay gap is less than the industry average – 31.1%. |

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| Reductions in the number of women leaving the workforce | <ul style="list-style-type: none"> • During the reporting period, women made up 45% of all terminations – significantly lower than the previous year (84% of all terminations); • No EEO issues were cited as a reason for leaving the organization; • There were no appeals, or promotions, transfers and or hires based on gender EEO issues. |
| Paid maternity leave and continued development in working mothers career development | <ul style="list-style-type: none"> • 8 weeks paid maternity/5 days paid paternity leave, after 12 months; • Available to all permanent full-time and permanent part-time employees; • While on maternity leave, staff continue: <ul style="list-style-type: none"> ○ eligibility for Merit Reviews and Incentive payments ○ medical cover ○ retention of mobile phone and laptops ○ ability to work casually if requested and agreed by manager ○ flexible return to work arrangements ○ managerial contact through the “Keep in touch” program ○ to receive in-kind support through the Maternity/Paternity ‘Baby Pack’ provided to new parents • Note: of the 28 employees taking maternity leave in the last 12 months: 60% returned after maternity leave full-time, 39% returned on a part-time basis and less than one percent resigned. |
| Zero tolerance to harassment and discrimination | <ul style="list-style-type: none"> • Medtronic maintains a zero tolerance to any form of harassment and discrimination; • In the 12 month reporting period, NO employees resigned as a result of EEO issues or sex based harassment. |
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| Staff Programs and Incentives | |
| Medtronic Women’s Council (Formed 1990) | Seeks to provide education, information and resources regarding issues affecting women’s lifelong well being, encourage career development through networking, mentoring and educational programs, and recognise leadership across the globe |
| Medtronic Family & Friends Day | All employees are provided one day off each year to spend with their family and/or loved ones in recognition of the support and contribution of employees’ family |
| Becoming a Medtronic Manager – “BAMM” | <p>In line with our strategy to build a pipeline of talent and promote from within, this program strategically positions equal opportunity principles within Medtronic. It helps develop understanding regarding the role of a manager, as well as develop appropriate skills, business acumen and management function.</p> <p>BAMM was launched in March 2007 with 27 employees attending the first round. Women represented 37% of attendees. Of all participants enrolled to attend in the next 12 months, women represent 45% of intake.</p> |
| Health & Wellness Programs for employee | <ul style="list-style-type: none"> • Designated room for nursing mothers within the Medtronic Head Office building; • Fresh fruit provided each week; • Fridges stocked with free healthy food and drinks during potential periods |

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| overall well-being | <p>of high volume workload;</p> <ul style="list-style-type: none"> • Weekly yoga classes held on site; • Weekly massages provided for employees during times of peak work periods; • ‘Stress Relief Pack’ provided to employees at ‘Go Live’ (the roll out of a new computer ordering system); • Support to establish ergonomic work areas; • Access to subsidised programs to assist in weight loss, QUIT smoking; • Sponsorship in the JDRF Diabetes walk for a cure and other charitable opportunities throughout the year; • Subsidised gym membership, community fun runs/bike rides; • Company funded manicures and hand massages. |
| Individual & Family Well-Being: maintaining healthy work relationships and work-home life balance | <ul style="list-style-type: none"> • Full family private health insurance; • Free, confidential access to an Employee Assistance Program; • Annual flu vaccinations; • Hepatitis vaccinations; • Flexible work practices; • Paid Parental leave; • Family Picnic day; • Family and Friends day. |
| Protecting employee rights | <ul style="list-style-type: none"> • Sex-based harassment training conducted at ‘Induction’ and ‘Orientation’ for all staff (including management, contract staff and casual staff), and refresher education OR updates are received by all staff (including management, contract staff and casual staff) at least every 2 years; • Grievance Handling Policy & Procedure; • Electronic Usage Policy; • Medtronic Code of Conduct & Business Conduct Standards. |