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**BAXTER HEALTHCARE NAMED TOP COMPANY FOR GENDER EQUALITY**

*Australian Government recognises Baxter for leadership in  
workplace diversity for third consecutive year*

**SYDNEY, AUSTRALIA, 21 FEBRUARY 2018:** Baxter Healthcare Pty Ltd (Baxter) has been named among the top employers in Australia for gender equality for a third consecutive year.

The Australian Government's prestigious Employer of Choice for Gender Equality citation is awarded to organisations who set the benchmark for gender equality in the workplace.

Workplace Gender Equality Agency (WGEA) Director Libby Lyons congratulated Baxter for its leadership and commitment to equal participation among men and women in healthcare.

"This year, I am particularly delighted to see some of the innovative and exciting initiatives by our EOCGE citation holders on such issues as flexibility, paid parental leave, supporting women in leadership and addressing gender pay gaps.

"I congratulate all the 2017-18 citation holders for their commitment and recognition of benefits improved gender equality can bring to their business. These employers are setting the benchmark for other Australian workplaces to follow."

Baxter's global inclusion strategy is focused on building an inclusive and diverse workforce to drive innovation, trusted partnerships and sustainable business.

General Manager Baxter Australia and New Zealand Steven Flynn said Baxter was proud to be recognised as a leader in diversity and gender equality.

"We treat diversity and gender equality as a key business issue and central to our culture of employee engagement, inclusion and collaboration," said Mr Flynn.

"We are proud to have implemented a number of gender equality initiatives that involve women and men as active and equal partners.

"Our policies on flexible working arrangements, paid paternity leave and pay equality support our employees and help deliver on our mission to save and sustain lives."

The WGEA recognised Baxter for its leading gender equality practices including:

- Proactively supporting women to succeed in leadership roles through accelerated learning programs, networking, mentoring and coaching opportunities.
- Employment practices that ensure pay equality based on merit rather than gender.
- Actively encouraging men and women to take paid parental leave; recognising the needs of the family unit regardless of gender.
- Formal processes for applying for flexible working arrangements, encompassing; part-time work, job sharing and flexible working hours.
- Domestic violence leave to support employees and foster a safe and secure workplace.

**About Baxter**

Baxter provides a broad portfolio of essential renal and hospital products, including home, acute and in-center dialysis; sterile IV solutions; infusion systems and devices; parenteral nutrition; biosurgery products and anesthetics; and pharmacy automation, software and services. The company's global footprint and the critical nature of its products and services play a key role in expanding access to healthcare in emerging and developed countries. Baxter's employees worldwide are building upon the company's rich heritage of medical breakthroughs to advance the next generation of healthcare innovations that enable patient care.

**Baxter's Commitment to Inclusion and Diversity**

Baxter has a long history of leadership in corporate responsibility, including workplace practices, philanthropy and environmental stewardship. Baxter has been recognized annually by the Dow Jones Sustainability Index since its inception 18 years ago; Corporate Responsibility magazine as one of the 100 Best Corporate Citizens for 16 of the past 18 years; the Civic 50 List for Commitment to Community for four straight years; and Forbes as one of America's Best Employers for three consecutive years. The company also has been recognized by Thomson Reuters as a Top 100 company for outstanding practices in diversity and inclusion on its first two Diversity & Inclusion Indices; by Equal Opportunity Publications as a Top 50 Employer of STEM Workforce Diversity; and is included on the 2020 Women on Boards list.

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