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BAXTER NAMED TOP COMPANY FOR GENDER EQUALITY
*Australian Government recognises Baxter for leadership in
workplace inclusion and diversity - Fifth consecutive year*

SYDNEY, AUSTRALIA, 25 FEBRUARY 2020: Baxter Healthcare Pty Ltd (Baxter) has been named among the top 119 companies in Australia for gender equality for a fifth 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 continuous focus on diversity and inclusion in the workplace.

"All these organisations are at the forefront of the momentum for change towards gender equality in Australian workplaces," Ms Lyons said.

"These industry leaders are showing other Australian businesses how to create a better and more equal future for both women and men.

"They are closing their pay gaps and increasing their representation of women in management at a faster rate than other employers in our dataset."

General Manager Baxter Australia and New Zealand Steven Flynn said Baxter was proud of its unwavering commitment to diversity and inclusion in the workplace.

"Baxter is honoured to be named among the top 119 companies in Australia as a leader in workplace gender equality," Mr Flynn said.

"We continue to challenge ourselves and our industry to deliver new policies and measurable targets to achieve gender equality across all levels of management.

"Thank you to all our employees at Baxter for taking ownership on this important social and workplace goal."

In 2019, Baxter was named for a second consecutive year "Women in MedTech Champion" by the Medical Technology Association of Australia (MTAA) for its commitment to promoting gender equality in the medical device industry.

Baxter gender equality policies and practices include:

- 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

Every day, millions of patients and caregivers rely on Baxter's leading portfolio of critical care, nutrition, renal, hospital and surgical products. For more than 85 years, we've been operating at the critical intersection where innovations that save and sustain lives meet the healthcare providers that make it happen. With products, technologies and therapies available in more than 100 countries, Baxter's employees worldwide are now building upon the company's rich heritage of medical breakthroughs to advance the next generation of transformative healthcare innovations.

To learn more, visit www.baxter.com and follow us on Twitter, LinkedIn and Facebook.

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