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CORE VALUES

1. Diversity

- We believe that a workforce with a diverse range of ages, cultures, genders, backgrounds and life experiences is crucial for establishing strong foundations for a successful, sustainable business. We hire and elevate our staff based on merit, skills and experience and are committed to maintaining a high level of diversity in the workforce.
- We recognise the positive impact of translational skills, diverse life experiences and broadening of personal networks and encourage our staff to pursue personal pursuits and beliefs. To enable this, we offer flexible working arrangements and recognition through nomination for awards.
- We encourage staff to remain open minded in their approach to work, problem solving and not only to be tolerant of each other's diversity but to actively seek to understand each other's views and perceive diversity as an opportunity.

2. Directed Autonomy

- Our concept of **Directed Autonomy** allows all employees of Singular Health and its subsidiaries to be able to engage in autonomous decision making in every facet of their job, so long as it is aligned with the general direction communicated by Singular Health's Board and Key Management Personnel.
- We tolerate well intentioned decision making and experimentation outside of defined job roles if it can be demonstrated that it is done with best intentions and contributes to Singular Health's success. Employees should take into account deadlines and short-and-medium term focus' when deciding to pursue additional and/or alternate projects.
- Our ability to operate in an autonomous manner relies upon a high degree of trust between staff and Key Management Personnel. Employees should at all times take into account Singular Health's other values and ensure that their decisions are in the best interests of the organisation.

3. Accessibility

- Our vision seeks to **Develop Better Health Literacy** on a global scale. It is our fundamental belief that every individual, no matter their location or background, is a patient at some point who deserves to have access to personalised health care information to allow the ability to make fully-informed medical decisions.
- We develop powerful software that works on different devices and platforms. Our deliverables are focused on providing an easy user-experience and communicating information to users in an effective way rather than solely focusing on features.
- We are committed to provide accessibility to patients around the globe, including in third-world countries, by striving to reduce costly hardware specifications, pricing our software to deliver positive returns to our Shareholders whilst remaining affordable, and delivering content in multiple languages where possible.
- We work to make our software and the information it conveys accessible to those with low computer literacy and skills and those who suffer from physical and/or intellectual disabilities through intuitive user interfaces and making best endeavours to adhere to the Web Content Accessibility Guidelines.

- We strive to provide users with information that they can understand, raising their health literacy by improving visualisation of personalized healthcare data and providing explanations in terminology that can be readily understood.

4. Innovation

- We are committed to ongoing research and development as offerings in the healthcare marketplace are continuously improving.
- In our efforts to foster the spirit of innovation, we will continue to encourage our staff and partners to try new things and not be disheartened by failure since lessons learnt are invaluable when seeking to improve.
- We will pursue and promote collegiality within our internal teams and with external partners and will develop wide ranging collaborative networks with industry partners as well as academia, within our home base, with national and international colleagues.
- Our research and development teams are committed to making information accessible and we are committed to publishing our findings to share outcomes of our work towards improving the delivery of personalised healthcare.

5. Respectful Discourse

- We are committed to the principles of free enquiry and expression. All members of the Singular Health community have the right to uphold and defend their opinions as it is not our intent not our place to negate, overlook, deny or merely tolerate the status quo.
- We strive to promote qualities of empowerment and each individual's right to be inspired by, to understand, to recognise and to appreciate differences.
- Although we seek to encourage freedom of expression and diversity, we will encourage our community to promote these values in a respectful manner, recognising that tempered debate and avoidance of conflict is fundamentally in the best interest of all.

6. Accountability

- We will promote a work ethic that promotes ownership, where each team member of the organization accepts the responsibility of each task, each project, product or service provided to our clients, our partners and to the general public as a whole.
- We will strive to ensure clear communication between individual staff members and teams within the organisation, with our partners, and the general public.
- We discharge all our corporate and moral obligations in a fiducial manner and will abstain from misrepresenting facts, being misleading or acting dishonestly in any way.

7. Commitment to the Vision

- We expect that all employees of Singular Health act respectfully and work on the premise that it is a fundamental human right to access personal healthcare data to empower each individual to make informed medical decisions.
- In pursuit of our objectives, we acknowledge that we will become custodians of personal data of individuals. We intend to use data and information that is gifted to us in socially responsible manner and will seek to do no harm in all our endeavors, when using this resource.

8. Health Comes First

- Our goal is to partner with our employees, partners and clients to ensure that we deliver on our objectives in a safe, compliant and productive environment working environment.
- We are focused on all aspects of health including the physical build of our facilities, providing an environment that is conducive to a healthy work/life balance and protects the mental health and wellbeing of the community we serve.