

2025 Sustainability Report - GRI Content Index

Integral Diagnostics Limited (IDX) has published its 2025 Sustainability Report in reference to the GRI Standards (GRI 1: Foundation 2021) for the period 1 July 2024 to 30 June 2025.

GRI Standard	Disclosure	Location
GENERAL DISCLOSURES		
2-1	Organisational details	2025 Sustainability Report - Contact Us (p.09) - About Us (p. 12-13) 2025 Annual Report - Notes to the Financial Statements Note 36 – Interests in Subsidiaries (p. 112-113)
2-2	Entities included in the organization's sustainability reporting	2025 Sustainability Report - Reference to GRI and SDG (p. 08-9) 2025 Annual Report - Notes to the Financial Statements Note 36 – Interests in Subsidiaries (p. 112-113)
2-3	Reporting period, frequency and contact point	2025 Sustainability Report - A Message from our Chair and CEO (p. 06-07) - Contact us (p. 09)
2-4	Restatements of information	None
2-5	External assurance	2025 Sustainability Report - External Assurance (p. 09) - Website
2-6	Activities, value chain and other business relationships	2025 Sustainability Report - About Us (p. 12-13) - Sustainability Strategy (p. 14) - Patients and Referrers (p22) - Integrity in the Supply Chain (p. 40)
2-7	Employees	2025 Sustainability Report - Sustainability Scorecard (p. 18-19) - Workforce Profile and Employee Relations (p. 28) Note: IDX reports only one region which includes Australia and New Zealand. 2025 Annual Report - Group Overview (p. 4-7)
2-8	Workers who are not employees	2025 Sustainability Report - Workforce Profile and Employee Relations (p. 28)
2-9	Governance structure and composition	2025 Sustainability Report - Organisational Governance (p. 43) 2025 Corporate Governance Statement 2025 Annual Report (p. 18-26)
2-10	Nomination and selection of the highest governance body	IDX Board Charter 2025 Corporate Governance Statement
2-11	Chair of the highest governance body	IDX Board Charter 2025 Corporate Governance Statement

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2-12	Role of the highest governance body in overseeing the management of impacts	2025 Sustainability Report - Organisational Governance (p. 43) IDX Board Charter 2025 Corporate Governance Statement
2-13	Delegation of responsibility for managing impacts	2025 Sustainability Report - Organisational Governance (p. 43) 2025 Corporate Governance Statement
2-14	Role of the highest governance body in sustainability reporting	2025 Sustainability Report - Organisational Governance (p. 43)
2-15	Conflicts of interest	Processes outlined within IDXs' Conflict of Interest Policy (internal)
2-16	Communication of critical concerns	Whistleblower Policy Complaint Process and Guidelines (internal)
2-17	Collective knowledge of the highest governance body	2025 Corporate Governance Statement (p. 4) IDX Board Charter (p. 2)
2-18	Evaluation of the performance of the highest governance body	2025 Corporate Governance Statement (p. 10)
2-19	Remuneration policies	2025 Corporate Governance Statement (p. 23) 2025 Annual Report - Remuneration Report (p. 35-61)
2-20	Process to determine remuneration	2025 Annual Report - Remuneration Report (p. 35-61)
2-21	Annual total compensation ratio	Not provided.
2-22	Statement on sustainable development strategy	2025 Sustainability Report - Sustainability Strategy (p. 14)
2-23	Policy commitments	2025 Sustainability Report - Integrity in the Supply Chain (p. 40) Ethical Supply Chain Policy Diversity & Inclusion Policy Modern Slavery Statement
2-24	Embedding policy commitments	2025 Sustainability Report - Integrity in the Supply Chain (p. 40) - Organisational Governance (p. 43) Ethical Supply Chain Policy Diversity & Inclusion Policy Modern Slavery Statement
2-25	Processes to remediate negative impacts	Whistleblower Policy Modern Slavery Statement - Complaint Process and Guidelines (internal)
2-26	Mechanisms for seeking advice and raising concerns	2025 Sustainability Report - Employee Engagement (p. 23) - Patients and Referrers (p. 22) Whistleblower Policy
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	2025 Sustainability Report - Government & Policy Development (p. 45)

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	2-29 Approach to stakeholder engagement	2025 Sustainability Report - Patients and Referrers (p. 22) - Integrity in the Supply Chain (p. 40)
	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. 2025 Sustainability Report - Total Reward and Employee Value Proposition (p. 25)

MATERIAL TOPICS

GRI 3: Material Topics 2021	3-1	3-1 Process to determine material topics	2025 Sustainability Report - Sustainability Strategy (p. 14)
	3-2	3-2 List of material topics	2025 Sustainability Report - Sustainability Strategy (p. 14)
	3-3	Management of material topics	2025 Sustainability Report - Materiality Assessment (p. 15) - Organisational Governance (p.43)

Environment

GRI 3: Material Topics 2021	3-3	Management of material topics	2025 Sustainability Report - Environmental Plan (p. 34) - Environmental Initiatives (p. 36)
GRI 302: Energy 2016	302-1	Energy consumption within the organization	2025 Sustainability Report - Sustainability Scorecard (p. 19) - Environmental Plan (p. 34-35)
	302-2	Energy consumption outside of the organization	2025 Sustainability Report - Sustainability Scorecard (p. 19) - Scope 3 – Value Chain Emissions (p. 35) - Integrity in the Supply Chain (p. 40)
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	2025 Sustainability Report - Waste Management (p. 36)
	306-2	Management of significant waste-related impacts	2025 Sustainability Report - Waste Management (p. 36)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	2025 Sustainability Report - Sustainability Scorecard (p. 19) - Environmental Plan (p. 34-35)
	305-2	Energy indirect (Scope 2) GHG emissions	2025 Sustainability Report - Sustainability Scorecard (p. 19) - Environmental Plan (p. 34-35)
GRI 307: Environmental Compliance 2016	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.

Social

GRI 3: Material Topics 2021	3-3	Management of material topics	2025 Sustainability Report - IDX Team (p. 23) - Workplace Gender Equality and Gender Pay Gap (p. 30) - Diversity, Inclusion and First Nations Engagement (p. 26)
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GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2025 Sustainability Report - Sustainability Scorecard (p. 18) - Equality & Gender Diversity (p. 28 & 29)
	405-2	Ratio of basic salary and remuneration of women to men	2025 Sustainability Report - Workplace Gender Equality and Gender Pay Gap (p. 30)
GRI 403: Occupational Health and Safety 2016	403-2	Work related injuries (and absenteeism)	2025 Sustainability Report - LTIFRs reported in Sustainability Scorecard (p. 18) - Health and Safety (p. 44)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	2025 Sustainability Report - Sustainability Scorecard (p. 18)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Sustainability Report - Flexible Work and Family Support (p. 26)
	401-3	Parental leave	2025 Sustainability Report Employee Benefits and Flexible Work Arrangements (p. 23)
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Report - Sustainability Scorecard – investment in training during reporting period (p. 18) - Learning and Development (p. 26)
	Non-GRI	Employee engagement	2025 Sustainability Report - Employee Engagement (p. 23) - Sustainability Scorecard (p. 18)
Customer outcomes			
GRI 3: Material Topics 2021	3-3	Management of material topics	2025 Sustainability Report - Sustainability Strategy (p. 14) - Sustainability scorecard (patient NPS and incidents) (p.18)
Suppliers			
GRI 3: Material Topics 2021	3-3	Management of material topics	2025 Sustainability Report - Sustainability Strategy (p. 14) - Suppliers (p. 27) - Governance (p. 31) 2024 Modern Slavery Statement
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Modern Slavery Statement - Who We Are; What We Do (p12) - Ethical Supply Chain and Modern Slavery (p. 40)
GRI 414: Supplier Social Assessment 2016	414-1	New Suppliers that were screened using social criteria	2024 Modern Slavery Statement - Ethical Supply Chain and Modern Slavery (p. 40)
Cyber Security			

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GRI 3: Material Topics 2021	3-3	Management of material topics	2025 Sustainability Report - Sustainability Strategy (p. 14) - Cyber Security (p. 41-42) - Trusted Governance (p39-45) - Organisational Governance (p. 43)
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No notifiable breach concerning patient privacy or loss of customer data were reported by IDX in FY25
Community			
GRI 3: Material Topics 2021	3-3	Management of material topics	2025 Sustainability Report - Sustainability Strategy (p. 14) - Sustainability Scorecard (p. 18) - Community (p. 31) - Organisational Governance (p. 43)
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2025 Annual Report - Financial Report (p. 65-124) 2025 Sustainability Report - Sustainability Scorecard (p. 18)
GRI 203: Indirect-Economic Impacts 2016	203-2	Significant indirect economic impacts	2025 Sustainability Report - Sustainability Scorecard (p. 18) - Community (p. 31)
Government			
GRI 3: Material Topics 2021	3-3	Management of material topics	2025 Sustainability Report - Sustainability Strategy (p. 14) - Government & Policy Development (p. 45) - Organisational Governance (p. 43)
GRI 415: Public Policy 2016	415-1	Political Contributions	2025 Sustainability Report - Political Donations (p. 45)

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