



2023

Stryker South Pacific
Corporate
Responsibility Report





As I sit down to reflect on our year, I'm filled with an immense sense of pride and gratitude for what Stryker South Pacific has achieved. Our commitment to nurturing a supportive and vibrant Stryker community was vividly showcased through experiences like the Surgical Outreach Program and the Great Adventure Challenge. These were not just events – they were a celebration of our people-first philosophy and a testament to the incredible culture we've built.

Maurice Ben-Mayor

President
Stryker South Pacific (SSP)

Stryker is all about people, and this year, that's never been clearer. In 2023, we hit an all-time high in engagement as a result of the team's passion and commitment to our mission. Not only are we committed to making healthcare better, but to also making Stryker not just a great place to work, but a great place to belong. Making healthcare better goes beyond our products to how we operate and our impact on the world. We've embraced numerous initiatives to ensure we're not just caring for our customers and their patients, but for our planet and community.

I look forward to carrying this momentum forward in 2024. With our trademark passion, and dedication, there's no limit to what we can achieve together.

Mission

Together with our customers,
we are driven
to make healthcare better.

Values

Integrity
We do what's right

Accountability
We do what we say

People
We grow talent

Performance
We deliver

Stryker is a global leader in medical technologies and, together with our customers, we are driven to make healthcare better. We offer innovative products and services in MedSurg, Neurotechnology, Orthopaedics and Spine that help improve patient and healthcare outcomes. Alongside our customers around the world, we impact more than 150 million patients annually. More information is available at stryker.com.

Our corporate responsibility objective

We positively impact people and our planet through responsible, sustainable practices that create a better, healthier world. We believe the health of the world is as important as the people who live in it and is built on the following framework:

Stronger people

We're committed to serving our communities and creating a healthy, diverse, equitable and inclusive workplace where employees thrive.



Healthier planet

We're committed to reducing our environmental impact on the world through responsible, sustainable operations.



Good business

We're committed to helping customers improve patient outcomes and growing responsibly by pursuing quality and integrity in everything we do.



Better healthcare

In all that we do, Stryker works with customers to make healthcare better. “Better” means different things in different contexts, which is why we tackle it from many angles, including access and affordability, product quality and safety, and education for healthcare providers. In each of these efforts, our goals are the same: enhance the experience of giving and receiving care and improve patient outcomes.

Access to quality healthcare

Stroke White Paper

In 2023, Stryker led a collaborative effort with stakeholders across the health sector to develop a position paper calling for improved and more equitable access to stroke treatment. The white paper, titled [*Access to Mechanical Thrombectomy in Australia*](#), highlights the gaps preventing stroke victims from accessing a procedure that could save their life or minimise the risk of disability.

The procedure is available in Australia in most major cities, but only a fraction of patients who would benefit from this procedure are currently receiving the treatment, and there are major inequities in access for patients in rural and regional communities.

To improve access across Australia, a coordinated effort is needed from all stakeholders involved in designing, delivering, and funding stroke treatment. The white paper recommended that a national advisory committee be established to lead the development of a National Strategy for Mechanical Thrombectomy.

ACCESS TO
MECHANICAL
THROMBECTOMY
IN AUSTRALIA

WHITE PAPER
MARCH 2023

Stryker South Pacific



Orthopaedic Outreach partnership

We recognise that limited resources make quality care especially difficult to deliver in some communities, and that structural inequities persist. Stryker is working to address healthcare inequalities through advocacy and education, partnering with Orthopaedic Outreach for the last 15 years.

Orthopaedic Outreach’s principal goal is to provide surgical training and services to under-developed countries. In 2023, Stryker sponsored surgeons to travel to Papua New Guinea, Vietnam, Fiji and Madagascar.

The program serves as a poignant reminder of the privileges enjoyed within the Australian and New Zealand healthcare systems, and sparked a deep reflection on strategies that could significantly enhance healthcare delivery. The overarching goal of the program was not only to offer immediate surgical care, but also to empower and educate local healthcare providers, ultimately fostering a sustainable and collaborative relationship aimed at promoting the growth and success of orthopaedic surgery within the region.

Stronger people

Many companies say that people are their most important assets. For Stryker, our people are the heart of our company and core to our mission. Stryker's employees — our most important competitive advantage — develop innovative technologies to help healthcare professionals do their jobs efficiently, effectively and safely, so they can deliver better outcomes for patients. This commitment occurs in scores of local communities around the world where our employees, customers and patients live and work.

Healthcare professionals and patients

Stryker's culture prioritises development and training, maintains strong engagement with healthcare professionals and champions ethical marketing practices. At the heart of our innovation is the social impact of our products, designed to address real world challenges in healthcare.

Despite industry challenges like financial pressures, increasing patient needs and staff shortages, we remain committed to supporting healthcare teams across our region. Our initiatives, including surgical outreach programs and a robust feedback loop in product development, aim to enhance safety, efficiency and care quality.

Stryker R&D lab

Stryker's Research and Development Lab was established in 2023 in Brisbane, and is located in the world-renowned Herston Health Precinct, a place where 13,000+ clinical and non-clinical staff, scientists, researchers and students in 30+ health facilities, medical research institutes, universities, and organisations, come together to deliver excellence in health innovation.

Being located within this MedTech ecosystem allows the lab's experts to better collaborate with clinicians and understand their current and future needs, all at the site of care. Now, with an expanded focus on digital health, data science, robotics, clinical software applications and advanced manufacturing research, the lab is poised to have a profound impact on the future of healthcare.



Employees – A culture like no other

Stryker is dedicated to cultivating a culture of engagement and belonging and valuing diverse strengths and perspectives. This commitment fosters an environment that not only champions exceptional talent but also supports veteran employees, and LGBTQIA+ community, women in MedTech and STEM career pathways, through Employee Resource Groups. These efforts contribute to an inclusive atmosphere that celebrates diversity, enhances wellbeing, and empowers every individual to achieve their full potential.

Our DE&I commitments:

- Strengthen the diversity of our workforce
- Advance a culture of inclusion, engagement and belonging
- Maximise the power of inclusion to drive innovation and growth.

WGEA data on the gender pay gap

The Australian Government’s Workplace Gender Equality Agency (WGEA) recently published the base salary and total remuneration gender pay gaps for private sector employers in Australia with 100+ employees, along with data on workforce composition and flexibility based on the 2022-23 WGEA Employer Census. The results show that the work Stryker has been proactively doing around our compensation and benefits is market and industry leading. We’re dedicated to fair hiring practices to create a diverse and inclusive workplace.

	Stryker South Pacific	National result
Median base salary gender pay gap	0.2%	17.2%
Median total remuneration ¹ gender pay gap	8.6%	21.7%
Percentage of women in management roles	46%	42%
Percentage of women in full time roles	78%	43%
Paid parental leave period offered	20 weeks	12 weeks
Percentage of primary carer leave taken by men	23%	14%

¹ Total remuneration includes base salary, overtime, bonuses and additional payments.

Employee Resource Groups (ERGs)

ERGs play an important role in fostering an inclusive culture at Stryker. By empowering employees to lead and participate in these groups, we not only enhance individual career paths, but also cultivate a sense of belonging and community, driving meaningful conversations and actions around diversity and inclusion.



Stryker South Pacific Veterans Association

Stryker is committed to connecting and supporting veterans, reservists and their families. The SSPVA exists to provide ongoing support and enable our members to add to Stryker’s culture using their values, strengths and talent.



Together with our veterans, we’ve established an incredibly strong employee resource group within Stryker and have placed veteran awareness and support not only at the forefront of our company, but also front and centre when it comes to Parliament House, Members of Parliament and the Defence Minister. The love and belief I have for this association, its members, the extended Stryker veteran family and the incredible veterans in the SSPVA is beyond words.”

—Matt Poppleton, SSPVA Chairperson

Stronger People



Stryker Women's Network (SWN)

Stryker has a strong, consistent focus on advancing women and positively influencing our external environment. The local chapter of the Stryker Women's Network (SWN) delivers to the group's strategic focus of diverse representation, belonging and advocacy through events and programs.

In 2023, SWN initiatives included:

- Events and programs now offered to the wider industry, recognising the importance of a MedTech ecosystem DE&I approach such as International Women's Day and Women Without Limits (WWL).
- Launch of SWN Empowers — a program designed to equip business leaders to advance women in a variety of ways.
- Women to Women Peer Coaching launched in 2023, designed to help women realise their intentions through a well-defined peer coaching model.

In 2023, Stryker South Pacific was awarded the Women in MedTech Champion Company Award by the Medical Technology Association of Australia. This award recognises the advancing or achieving a significant gain in gender equity.

SAFE — Stryker Allies For Equality

SAFE champions a diverse and inclusive workplace, embracing LGBTQIA+ employees as integral to our mission. Through understanding and valuing the authentic individuality of each person, SAFE ensures our strategies and values reflect the diversity of our team and the communities we serve.

As part of these efforts, Stryker offices across the South Pacific celebrate World Pride and Mardi Gras events with enthusiasm, reinforcing our commitment to an inclusive and authentic workplace.

Stryker Engineer's Network (SEN)

Only established in the last year, SEN's mission is to support, engage and grow Stryker's engineering community, by fostering the connection of employees across the business so that members are able to maximise the application of their engineering skills. SEN support's engineers to leverage their strengths, facilitate the sharing of knowledge and establish clear career pathways for engineers.

Stronger People

Communities: Building a society where everyone belongs

We firmly believe that building strong social connections and offering robust support networks are key elements in creating thriving communities. This includes a wide range of initiatives from fostering mutual respect and equality within our society for Indigenous issues, to supporting sick children in hospitals.

Indigenous Community

Committee – NAIDOC Week
Stryker's Indigenous Community Committee focuses on promoting understanding and equality by highlighting indigenous cultures across Australia and New Zealand.

During NAIDOC Week 2023, Jeff Hardy, a respected Yuwaalaraay man with a rich background in teaching, coaching and professional rugby league, shared his insights. Speaking on themes of family, leadership and community connection, Jeff outlined strategies for creating meaningful change in Indigenous communities, drawing from his experience as an Academy Director at the Clontarf Foundation.



Children in Need Committee: Great Adventure Challenge

The Children in Need Committee united the Stryker South Pacific team in 2023 through The Great Adventure Challenge. The Great Adventure Challenge is a corporate fundraising adventure race with teams of eight who kayak, run and bike around a course, with a few mystery activities included.

In 2023, Stryker set a new record with 80 participants in the challenge and the highest number of first-time racers in the event's history. The funds raised for the Starlight Foundation will enhance the hospital experience for more than 2000 longterm paediatric patients, demonstrating the powerful impact of collective effort.

Over the last 10 years, Stryker participants in the Great Adventure Challenge have raised over \$500,000 for the Starlight Foundation.

Healthier planet

Protecting our resources

Stryker's commitment to sustainability is integral to our mission of making healthcare better. Our comprehensive sustainability strategy targets four pivotal areas to ensure we lead with responsibility and foresight:

1. Operational carbon emissions
2. Value chain carbon emissions
3. Design for sustainability
4. Waste reduction

InZone device recycling program

Stryker is advancing healthcare sustainability with the InZone Green campaign in Australia and New Zealand, focusing on recycling components like circuit boards and batteries from single use devices to reduce environmental impact.

Launched with a successful pilot in Victoria, the initiative includes collecting used InZone Detachment Systems at no cost to hospitals, aligning with Stryker's broader goals of reducing carbon emissions and achieving carbon neutrality for scopes 1 and 2 by 2030. This campaign reflects our dedication to sustainable practices and continuous improvement in environmental stewardship within healthcare.

Clean Up Australia and Keep NZ Beautiful

The Stryker South Pacific teams take great pride in the environment around them, participating in flagship environmental events in their local areas.

Stryker NZ's team exemplified this spirit during Keep NZ Beautiful Week. Together, they removed 75 kilograms of waste from Onehunga Beach and surrounding areas, highlighting the power of community action in environmental conservation.

Similarly, the Sydney team took part in Clean Up Australia Day 2023, removing 103 kg of waste from our environment, about 45kg of which could be recycled.

