Health, Safety & Wellbeing (HSW) Statement.

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“At nib Group, our purpose is your better health and wellbeing. Every person who works with us, and everyone affected by our work, should feel safe, included, respected and supported. Health, safety and wellbeing are central to how we care for our people and the communities we serve.

This means creating a workplace that protects physical and psychological health, supports people to do their best work, and helps prevent harm before it occurs.

We are committed to proactively identifying and managing physical and psychosocial risks, meeting our legal duties on every location where we operate, and continually improving how work is designed, led and delivered.”

Ed Close, Chief Executive Officer, nib Group

Our health, safety and wellbeing commitment.

In meeting this commitment, and so far as is reasonably practicable, nib will:

- Design, provide and maintain work environments, including remote and flexible work settings, that are safe and support physical and psychological health.
- Design and manage work in a way that helps prevent harm and reduce psychosocial risks, including risks linked to workload, role clarity, organisational change, leadership practices and workplace interactions.
- Plan and manage organisational change with early consultation, clear communication, practical support and consideration of health, safety and wellbeing impacts.
- Maintain safe and sustainable systems of work that guide how work is planned, managed and performed.
- Identify hazards, assess physical and psychosocial risks, implement effective controls and review whether those controls remain fit for purpose.
- Consult with our people when identifying hazards, assessing risks and making decisions that may affect their health, safety and wellbeing.
- Provide information, training, instruction, supervision, facilities and support so people can work safely and look after their wellbeing.
- Monitor workplace conditions and employee / worker health, where appropriate, to help prevent injury, illness and harm.
- Support the safe use, handling and storage of plant, equipment and substances.
- Support early intervention, injury management and return to work through timely reporting, appropriate care and suitable duties.
- Consider the health, safety and wellbeing of our people, contractors, visitors and others who may be affected by our work.

Leadership and accountability.

- Officers exercise due diligence by understanding Health Safety and Wellbeing (HSW) risks, staying informed about HSW matters and ensuring appropriate resources, processes and governance are in place.
- Leaders understand and manage HSW risks in their teams, consult with our people, support safe work practices and act on HSW concerns.
- Leaders encourage early reporting, open discussion of HSW risks and timely action to prevent harm.
- Leaders help create a psychologically safe workplace where people can speak up, raise concerns and contribute ideas without fear of negative consequences.
- Governance processes support legal compliance across the locations where we operate, verify HSW performance and help identify where improvement is needed.

Consultation and participation.

- Consulting with our people on matters that affect their health, safety and wellbeing.
- Giving our people a reasonable opportunity to share views and contribute to decisions.
- Supporting our Group HSW Committee, committee champions and local consultation arrangements so our people can contribute to health, safety and wellbeing matters in line with local requirements.

Responsibilities of our people.

- Take reasonable care for their own health and safety and for the health and safety of others.
- Follow reasonable instructions, policies, procedures and safe work practices.
- Use the equipment, systems and controls provided to support health and safety.
- Report hazards, incidents, near misses and concerns as soon as possible.
- Participate in consultation, training and HSW activities, and raise concerns or seek guidance if work may be unsafe or controls are not working as intended.

How we deliver our commitment.

- Set clear HSW expectations through leadership, governance and role accountability.
- Maintain HSW policies, procedures and practices that support effective risk management and legal compliance.
- Use risk management processes to identify hazards, assess risks, implement controls and review their effectiveness.
- Communicate clearly so our people understand their responsibilities and the support available to them.
- Provide learning and development that builds capability and supports safe work.
- Maintain incident and hazard reporting processes, assurance activities and reviews that support timely action, verify controls and improve HSW performance.
- Review HSW reports, incidents, risk trends, audit findings and worker feedback to strengthen controls, improve performance and support continuous improvement.
- Use data, insights and employee feedback to identify emerging risks and improve wellbeing outcomes.
- Build health, safety and wellbeing considerations into business decisions and change processes.

Review and continuous improvement.

Health, safety and wellbeing are part of how we work every day. We use what we learn to strengthen our HSW arrangements, improve how work is designed and delivered, and support better health, safety and wellbeing outcomes for our people.

Approved by: **Chief Executive Officer**
Review cycle: **Every two years**