

Health, Safety and Wellbeing Statement

June 2022



At nib we believe our people are our most important asset, so we understand the importance of committing to ensure the mental and physical safety of our people, members, visitors and contractors across all sites and operations.

We actively support our people to improve their health and wellbeing through Group-wide good health, safety and wellbeing strategies and by demanding strong health, safety and wellbeing leadership that engages our people to be safety leaders who are accountable for themselves and others.

Our Health, Safety and Wellbeing Statement applies to all nib hubs, facilities, remote workspaces and operations incorporating our partners and suppliers, as we expect the same standards of health, safety and wellbeing across our teams and throughout our supply chains.

This Statement will be reviewed on a two-yearly basis the next review being June 2024.

Mark Fitzgibbon
Managing Director &
Chief Executive Officer

nib's commitment to health, safety and wellbeing is demonstrated through:



Driving best practice health, safety and wellbeing policies, procedures and programs to ensure a physical and psychosocial safe environment.



Ongoing review of our health, safety and wellbeing management system against international standards and regulations to drive its continuous improvement.



Consultation, communication, participation, and collaboration that is effective, inclusive and supportive of all aspects of health, safety and wellbeing.



Development and implementation of the nib Group Health, Safety and Wellbeing Strategic Plan including action plans, targets and metrics.



Learning and development programs which support a clear understanding of roles, responsibilities, and the functional aspects of working safely in a distributed work environment embracing Life@nib.



Providing resources to support the effective implementation of the health, safety and wellbeing management system and the nib Group Health, Safety and Wellbeing Strategic Plan.



Incorporating health, safety and wellbeing risk management into all organisational planning and activities, identifying hazards, assessing risks and implementing controls to eliminate or minimise risks as far as is reasonably practicable.



Early intervention for physical and psychosocial injury management that provides rehabilitation programs supporting a timely return to work for injured employees.



Leadership commitment to health, safety and wellbeing, leading by example to ensure a positive health, safety and wellbeing culture that supports the wellbeing and mental health of our people.