Human Rights Statement

This statement applies to nib holdings limited (nib) and its controlled entities (nib Group). It outlines how we respect and protect human rights and the standards we set for our business, our people, and those within our supply chain.

Our human rights commitment

At nib, we recognise that how we go about our business, including the examples we set, directly and indirectly impact the communities in which we operate and their sustainability.

In line with this, we believe we have a responsibility to respect and protect the human rights of our people; our customers; those in our supply chain; and our wider community.

Our approach is informed by the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and the United Nations Declaration on the Rights of Indigenous Peoples.

Our commitment to ethical business, abiding by the law and human decency is articulated in nib's Code of Conduct and Supplier Code of Conduct. We are also guided by our values; in particular we're here for good reason, free to be you and own it together.

nib's approach to protecting human rights recognises that women, children, Indigenous Peoples, culturally and linguistically diverse communities, LGBTQIA+ people and people living with disability face an increased risk of human rights violations. We also acknowledge the self-determination of the Indigenous Peoples in the locations in which we operate. Our commitment is reflected in Australia through our Reconciliation Action Plan and in New Zealand through Te Hononga, our Māori Relationship Plan.

We have zero tolerance for slavery and slavery-like practices, including forced labour, debt bondage, human trafficking, forced marriage and the worst forms of child labour.

We continue to strengthen our ethical business practices, no matter where we operate in the world. Our focus on continuous improvement reflects nib's belief that the creation of enterprise value can only be achieved through our success in fulfilling our purpose and meeting community expectations.

Our people

Our people are guided by our values and Code of Conduct to ensure we conduct our business ethically, fairly and safely. We work hard to support our employees to experience a safe work environment free from bullying, discrimination, harassment or vilification.

Our vision is to foster a sense of community where everyone is welcome, contributes and belongs. We welcome different perspectives as we recognise and understand the value diversity brings to our ability to adapt and innovate to achieve our purpose.

We are committed to providing an environment where all our people are supported to achieve their full potential and have equitable access to opportunities to learn, develop and grow. We believe in equity in remuneration and proactively monitor ways to eliminate and rectify pay equity gaps.

nib allows our people freedom of association including industry associations, trade unions and other employee representative groups, the opportunity of collective bargaining, and the right to a fair living wage.

Our customers

To deliver upon our mission, we put our customers at the heart of everything we do.

nib recognises the importance of responsible decision making and good governance and their impact on ethical business practices and positive consumer outcomes. When making decisions that impact our customers, we ask ourselves the question, “should we” rather than “can we”.

We commit to using our customers’ data ethically, in accordance with applicable laws and in line with their expectations of how we will collect and use their information.

Our suppliers

Our suppliers are an important part of the communities we operate in. Our Supplier Code of Conduct and supplier contract terms reinforce our commitment to operating ethically and sustainably across our supply chain.

We respond to modern slavery regulatory requirements in the countries in which we operate and continue to strengthen supply chain visibility and ethical procurement practices, including assessing and reducing modern slavery risks across our business and supplier network. As expectations evolve, we will continue to align our approach to meet all applicable obligations. Our progress is reported through our annual Modern Slavery Statements and relevant disclosures required in each jurisdiction.

Human rights due diligence

We are committed to taking a risk-based approach to identifying, preventing and addressing human rights risks in our operations and supply chain. We apply human rights due diligence principles consistent with the UN Guiding Principles on Business and Human Rights and consider relevant regulatory guidance.

Raising concerns and remediation

We provide a variety of ways for our people; our customers and those within our supply chain, to raise concerns and complaints, and we take them seriously, working to find appropriate resolutions.

Our key reporting mechanism is our external independent whistleblower service. There are also a variety of mechanisms for our people to raise concerns through day-to-day operations. Our customers can also access our internal dispute resolution channels.

We aim for our grievance mechanisms to be accessible, trusted and effective for stakeholders, including vulnerable groups and suppliers’ workers.

Where harm is identified, we are committed to ensuring that people affected have access to appropriate, timely and meaningful remediation, guided by international human rights standards.

Governance

Management of human rights is the ultimate responsibility of the nib Board and its Risk & Reputation Committee. They are supported by our Group Management Risk Committee, Group Management People and Impact Committee, Modern Slavery Working Group and key business units throughout nib. Our human rights governance structure is published in our annual Modern Slavery Statement.

nib communicates our human rights commitment to our people, suppliers and customers. We also require our people to complete Code of Conduct training annually as well as modern slavery training every two years to help them understand, and comply with, our standards.

nib supports the work of regulators and government in protecting human rights including complying with relevant legislation and regulation on human rights and labour standards in the communities we operate. We continue to monitor and prepare for developments in modern slavery and human rights regulation, ensuring our approach remains aligned with emerging expectations where we operate.

This statement is approved by the nib Board. It is reviewed every two years to ensure it continues to reflect international standards and best practice.

Related documents

nib has a number of policies and plans that include the standards we expect of our people and suppliers in respect to protecting human rights. Our annual Modern Slavery Statement reports on how we identify, assess and address the risk of modern slavery within our operations and supply chain.

- **Anti-Bribery Policy**
- **Anti-Discrimination and Equal Employment Opportunity Policy**
- **Code of Conduct**
- **Corporate Governance Statement**
- **Diversity, Equity & Inclusion Action Plan**
- **Diversity, Equity & Inclusion Policy**
- **Modern Slavery Statement**
- **Privacy Policy**
- **Reconciliation Action Plan**
- **Responsible Investment Policy**
- **Risk Management Strategy**
- **Supplier Code of Conduct**
- **Te Hononga**
- **Whistleblower Policy**

Go to **nib.com.au/shareholders/company-profile/corporate-governance** to see key policies and documents. Contact **sustainability@nib.com.au** for further information.

Statement Governance Schedule

Approval date	5 May 2026
Next review	5 May 2028
Policy owner	Group Chief People Officer
Division	People and Culture
Approved by	nib Group Board

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