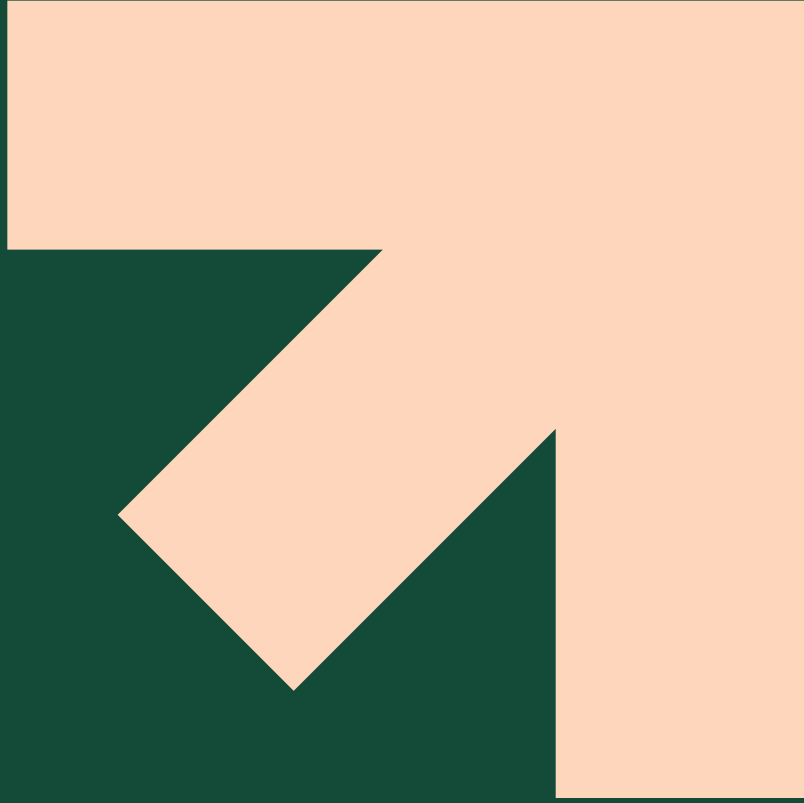


Your guide to 'Life at nib'





At nib, change, innovation and adaptation is the norm. Our long-term success lies in us being prepared and agile enough to adapt to changes in the market, technology and society. The same applies to our employee experience.

That's why we're constantly evolving and designing new work practices and experiences that have a meaningful, positive impact on our employees and, in turn, the communities in which we serve.



Our purpose:

Your better health and wellbeing.

This starts with our own people.



Our values



We're here for good reason

People listen to us when we listen to them

The status quo is death

Smart is cool

Without risk, we cannot grow

We before me

Think like the customer

Our "footprint" matters

Extraordinary people do extraordinary things

Free to be you



How we approach 'Life at nib'



Your health and wellbeing

Better health and wellbeing is what we do. The health and safety of our people is our top priority. We support this through a focus on organisational wellbeing and innovative health and safety programs.



Your work and life flexibility

Flexibility isn't just about where we work. We offer and promote different types of flexibility and create programs to support flexible work arrangements. Our approach drives a more diverse and well workplace.



Your development and growth

Employees feel energised and positive about themselves at work when they're learning and being productive. That's why we support employees to develop and focus on their career.



Your sense of belonging

We want nib to feel like a community. Through our experiences and 'moments that matter', we prioritise connection and relationships. We continue to be ambitious in our Diversity, Equity & Inclusion pursuits.

Your health and wellbeing

We bring our purpose to life by focusing on maintaining high standards of organisational health, safety and wellbeing, as well as providing a suite of benefits and programs to support your health and wellbeing needs.



We provide significant discounts on private health insurance to help safeguard you and your loved ones. We also have a whole host of products and services our employees can tap into thanks to our ecosystem of trusted health partners.

Mental health

Every person's' mental health is different and we recognise the need to offer different types of support. We have a comprehensive, holistic **Employee Assistance Program (EAP)** that all employees and their immediate family can access. Whether you're dealing with issues at work, need help with a relationship, want guidance on your finances, need legal support or are looking to supercharge your health, our EAP can help you.

We also provide support to our employees through:

- Accredited Mental Health First Aiders
- Corporate Mental Health Alliance Australia membership and resources
- Access to the Calm mindfulness app
- Regular training
- Flexible work arrangements
- Leader support and coaching





Physical health

We offer top-notch perks to support your physical health and wellbeing journey, including corporate gym memberships, flu vaccinations, nutrition coaching and more. Whether you're hitting the gym or exploring new ways of staying active, we're committed to helping you live your healthiest, happiest life. We also love a fun group fitness challenge if you don't mind some healthy competition!

Working safely from home

We're committed to ensuring your health and safety at work – wherever you're working from. We have lots of tools and resources to support you in maintaining a safe workspace setup, including:

- Distributed Work Allowance
- New Starter Home Office Reimbursement
- Information on a safe workspace setup
- Education on good ergonomic practices
- External expertise where extra support is required



Your work and life flexibility



Hybrid work

Embrace flexibility with our innovative hybrid work model. Enjoy a mix of working from the comfort of your home, balanced with the energy of our bustling office Hubs. Your leader will partner with you on an arrangement that suits the needs of the company, you and your team.

Connection and collaboration are important to our culture, your wellbeing, and business success. Through our unique '**Contact Compacts**', we provide guidance on how we come together to connect, both virtually and in person. Your team will have its own Contact Compact that your leader can share with you.

And get this: we even support you financially to work remotely. We recognise the benefits of remote work for both employers and employees – and we put our money where our mouth is. We provide reimbursement for new employees to support their safe home workstation setup. Then, we pay you a '**Distributed Work Allowance**' to support your ongoing maintenance of a safe workspace and to contribute to some of the costs associated with working from home.

We also invest in our office spaces (what we call 'Hubs') to make sure they're fit for purpose for in-person collaboration, connection and celebration. We have a number of purpose-built '**Core Hubs**' that are custom-designed to support nib's hybrid work model. We also have several '**Satellite Hubs**' across Australia, New Zealand, Cork, the UK and the US. These physical locations play a key role in enabling our people to come together for a purpose.



Flexible work

Employees and leaders can work together to determine the most appropriate arrangement based on your role and business needs. Our range of informal and formal flexibility options are designed to support your health and wellbeing, as well as manage the balance of work and life commitments.

We know that providing mutually beneficial flexible work arrangements is vital to successfully attracting, engaging and retaining top talent.

Here are some examples of flexible work arrangements that may be considered depending on your role and business needs:

- Part-time employment
- Job sharing
- Casual work
- Phased retirement agreements
- Variable start and finish times
- Condensed working weeks
- Lactation breaks
- Flexible working hours
- Time off in lieu (this involves taking time off at a mutually convenient time for additional hours worked)
- Other arrangements reasonably proposed by employees

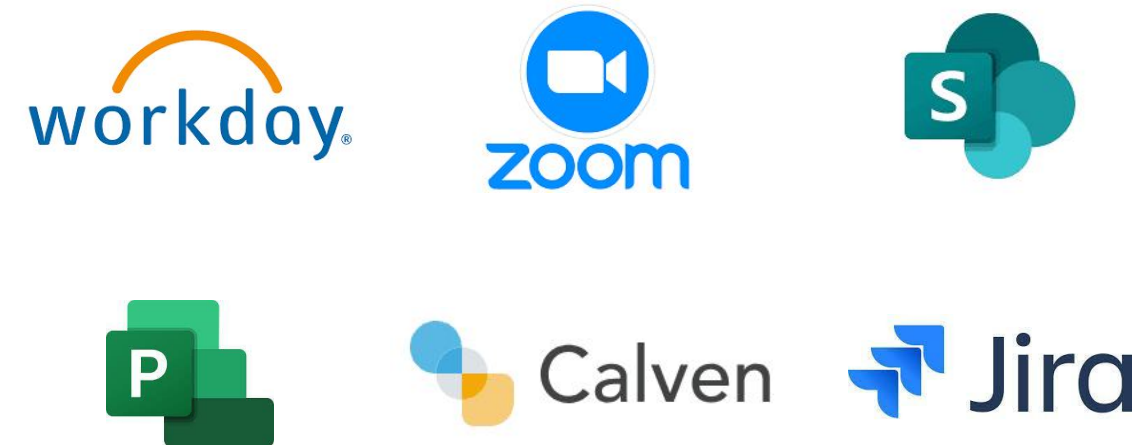


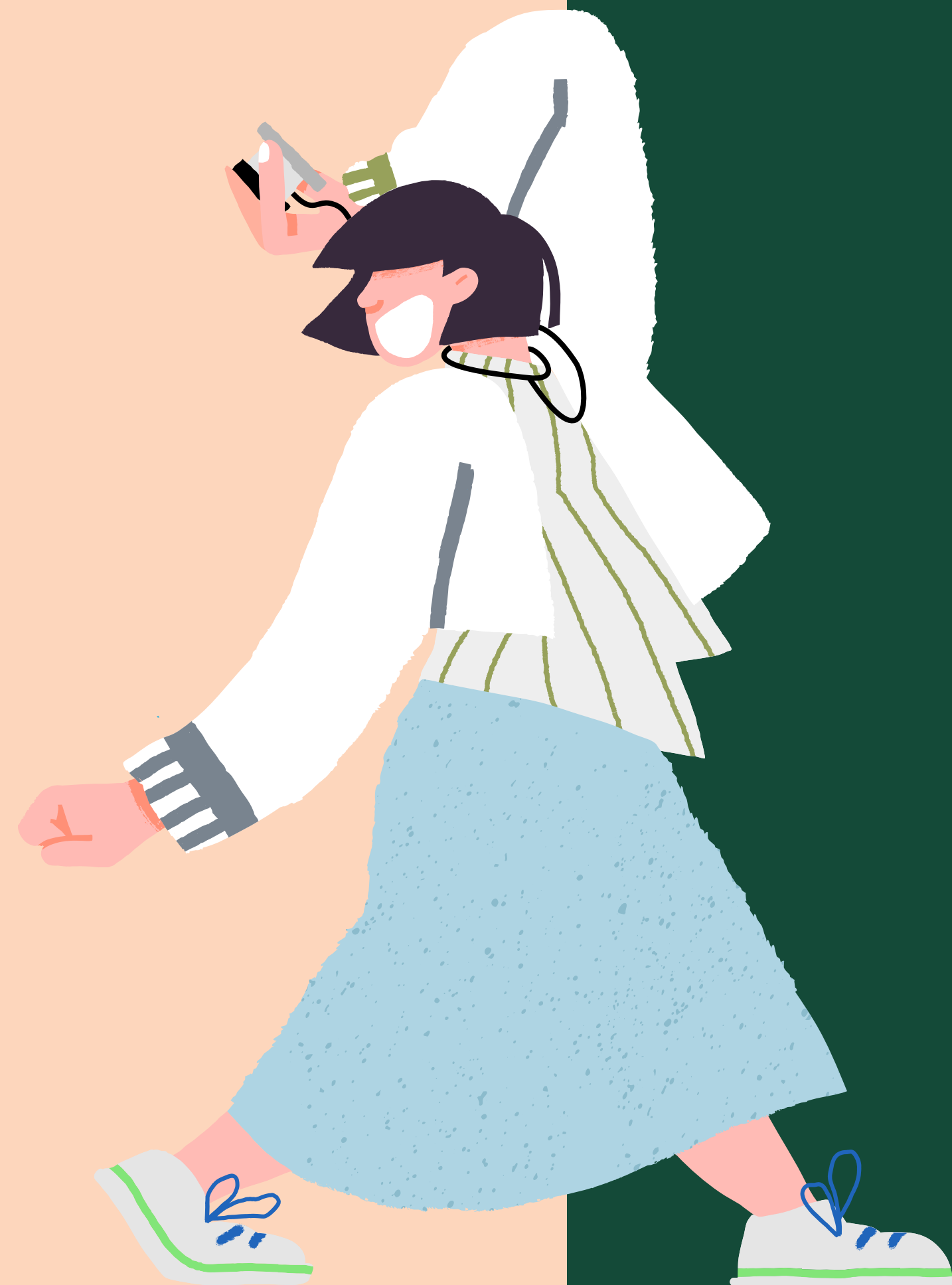
Empowering leave policies

Our leave benefits extend beyond the usual entitlements. Of course you'll have access to annual leave and personal leave, but we also provide parental leave, additional purchased leave, flexible public holidays, cultural leave, volunteer leave, gender affirmation leave and more!

How we work

We have handpicked a range of best-in-class platforms that give employees the right tools to perform their roles. Here's a snapshot of some tools you can expect to see at nib for collaboration, project management, communication and connection:





Your development and growth

We're committed to empowering you to become the best version of yourself. Through continuous personal development, educational opportunities and career advancement initiatives, we're here to help you reach new heights.



Setting the course for success

Regular check-ins and career discussions with your leader are vital steps in your personal and professional evolution. By aligning your experiences, interests and ambitions, we can chart a clear path forward together.

Guidance through mentorship

Unlock your potential with our Mentoring Program. Connect with experienced professionals who provide personalised guidance and support tailored to your career aspirations, accelerating your growth within nib.

Educational Assistance Program

Invest in your future while advancing your career with our Educational Assistance Program. Eligible employees can receive up to 50% reimbursement for undergraduate courses and 35% for post-graduate studies.



LinkedIn Learning

Expand your skill set with LinkedIn Learning's vast library of courses. From business to technology to creativity, access over 5,000 expert-led modules tailored to your interests. All available anytime, anywhere.

External training

When in-house learning isn't enough, we've got you covered. External training opportunities ensure you have access to specialised knowledge and skills critical to your development, evaluated for relevance and value.

Internal career opportunities

Your journey with us is limitless. We foster a culture of internal growth, offering abundant opportunities for advancement within the nib team.



Your sense of belonging

We're building a community where everyone feels valued, respected and empowered to be their true selves.



Diversity, Equity and Inclusion

We believe feeling included for who we are and being empowered to be our authentic selves is essential to wellbeing and living a fulfilling life. Our vision is to foster a sense of community where everyone is welcome, contributes and belongs. We recognise there are many dimensions of diversity and are committed to ensuring our inclusion efforts resonate with our employees and the communities in which we operate.

Our Diversity, Equity and Inclusion (DEI) Plan sets out the actions we're taking to make real, impactful change in this space. Our focus communities include:

- First Nations and Indigenous peoples
- People from culturally and linguistically diverse backgrounds (CALD)
- People living with disability
- People with caring responsibilities
- Women (gender equality)
- People of diverse sexualities, genders and sexes (LGBTQIA+)
- People who are neurodivergent
- Young and mature aged workers



Your sense of belonging

In the community with nib foundation and nibGive

Our community programs create different ways for our employees, members, travellers and the broader community to learn about, connect with and be part of nib's social purpose. Our charitable foundation supports health initiatives and community resilience, driving positive change where it's needed most.

Through our bespoke employee giving program, nibGive, we encourage and support our employees to give back through volunteering and fundraising, creating a ripple of kindness in our communities.

Maybe you've also seen us on the TV through some big-name brand partnerships we have in place. Many of those are supporting men and women in sport. **Hot tip:** this often means free tickets for employees!

Recognition and celebration

We love the opportunity to celebrate our people. There are many ways to give and receive recognition at nib, and we always make sure to acknowledge when our employees have gone above and beyond. We also recognise tenure with our well-established 'Years of Service' program.

Plus, we have been known to throw some epic employee events – our way of celebrating wins and coming together to connect.



