

# HEALTH, SAFETY AND WELLBEING POLICY



**NAB proactively manages health, safety and wellbeing to enable our colleagues to serve customers well and help our communities prosper.**

We have implemented and continuously improve our safety management system - in accordance with all relevant legislation and regulatory requirements in Australia. We will do what is reasonably practicable to eliminate or minimise workplace health and safety risks, and foster an inclusive culture which recognises the importance of the health, safety and wellbeing of our colleagues and customers.

We strive to:

## **Health**

- Encourage and support colleagues to prioritise their physical and mental health, with a focus on prevention.
- Implement effective and reasonable workplace adjustments in a timely way, with mechanisms in place to follow up and review effectiveness.
- Provide professional support for colleagues to assist their recovery and return to work following work or non-work-related injury or illness.

## **Safety**

- Apply a systematic approach for the management of physical and psychological risks.
- Ensure that responsibilities and accountabilities for health, safety and wellbeing are clearly outlined and communicated across all levels of our organisation.
- Consult with colleagues and/or their representatives when making decisions on matters that may affect their health, safety and wellbeing.
- Provide appropriate and timely information and training for colleagues and visitors to our workplaces.
- Establish measurable objectives and targets for continuous improvement of health, safety and wellbeing performance with the aim of reducing the human and financial impact of work-related illness and injury.
- Monitor and report on health and safety performance to enable our Officers to proactively exercise their due diligence obligations, and our leaders to effectively manage health, safety and wellbeing.

## **Wellbeing**

- Maintain a work environment that enhances wellbeing and enables work/life balance.
- Implement innovative strategies and initiatives to improve the physical, mental, social and financial wellbeing of our colleagues and customers.
- Increase knowledge and awareness of mental health to reduce stigma and facilitate help seeking behaviour, as well as ensure psychologically safe workplaces.
- Support our leaders to be capable in driving a positive culture for the wellbeing of our colleagues.

## **Comcare's Role**

Comcare is the Commonwealth health and safety regulator and works with NAB under the *Work Health and Safety Act 2011* (Cth) to reduce the number and impact of workplace injuries or illness. Comcare monitors NAB's compliance with its obligations as a self-insured licenced corporation under the *Safety, Rehabilitation and Compensation Act 1988* (Cth).

**The Group Chief Executive Officer is Accountable to the Board of Directors for implementing this Policy.**

**Ross McEwan**  
**Group Chief Executive Officer**  
**June 2022**