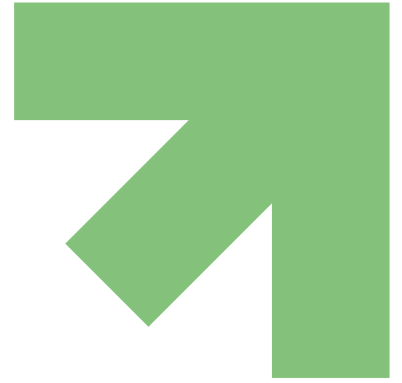


Human Rights Statement



This statement applies to nib holdings limited (nib) and its controlled entities (nib Group). It outlines how we 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 that we have a responsibility to protect the human rights of our people, our members and travellers, those in our supply chain, and our wider community.

This commitment is made in accordance with the Universal Declaration of Human Rights, United Nations Guiding Principles for Business and Human Rights, and the International Labour Organisation's eight core conventions of the Declaration of Fundamental Principles and Rights at Work.

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 making the world a better place and that everyone deserves to be treated with respect.

nib's approach to protecting human rights recognises women, children and culturally and linguistically diverse people face an increased risk of human rights violations. We also acknowledge the self-determination of the First Nations peoples in the locations in which we operate. In Australia, this commitment is reflected in our Reconciliation Action Plan.

We have zero tolerance for slavery and slavery-like practices, child labour, forced labour, debt bondage, human trafficking or forced marriage.

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 ensure our employees 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 equal remuneration and proactively monitor ways to eliminate and rectify any 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.

These commitments are reflected in our Diversity, Equity & Inclusion Policy and our Diversity & Inclusion Action Plan.



Our members and travellers

To deliver upon our mission, we always put our members and travellers 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 members and travellers, we always ask ourselves the question, “should we” rather than “can we”.

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

Our suppliers

Our suppliers are an important part of the communities we operate in and we take seriously our partnership with them to ensure ethical business conduct and the protection of human rights throughout our supply chain. Our Supplier Code of Conduct and supplier contract terms reinforce our commitment to operating ethically and sustainably across our supply chains.

As part of our compliance with Australia's Modern Slavery Act Cth (2018) we are also working to improve the visibility of our supply chain and ethical procurement practices including assessing and reducing the risk of modern slavery within our business and supply chain.

Raising concerns

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

This includes our external independent whistleblower service. There are also a variety of mechanisms for our people to do this through day-to-day operations. Our members and travellers can also access our internal dispute resolution channels.

Governance

nib communicates our human rights commitment to our people, suppliers and members and travellers. We also require our people to complete Code of Conduct and modern slavery training annually to ensure they understand, and comply with, our standards.

This statement is approved by our Group Board and Risk and Reputation Committee. It is reviewed every two years to ensure it continues to reflect international standards and best practice.

Related documents

- **Anti-Bribery Policy**
- **Code of Conduct**
- **Diversity, Equity & Inclusion Policy**
- **Diversity & Inclusion Action Plan**
- **Modern Slavery Statement**
- **Privacy Policy**
- **Risk Management Framework**
- **Reconciliation Action Plan**
- **Supplier Code of Conduct**
- **Whistleblower Policy**

To view these related documents please visit the Corporate Governance page of our website, nib.com.au/shareholders

Statement Governance Schedule

Approval date	27 May 2022
Next review	30 May 2024
Policy owner	Group Executive Legal & Chief Risk Officer
Division	Legal, Risk, Compliance and Governance
Approved by	nib Group Board and Risk and Reputation Committee

