

HEALTH, SAFETY & WELLBEING POLICY



Our Vision

NAB promotes a strong focus on physical and psychological wellbeing to enable our colleagues to serve customers well and help our communities prosper. We also support our leaders to manage the safety and wellbeing of all colleagues so they can perform, be resilient in times of change, are engaged and can focus on greater customer and community outcomes.

Scope

The Health, Safety & Wellbeing Policy applies to all National Australia Bank Limited colleagues and all our colleagues working for its subsidiaries located within the Australian geography.

Our Commitment

We will do everything reasonably practicable to prevent injury and harm to everyone covered by this policy. In order to achieve this, we will:

- Build and maintain a workplace environment and culture that recognises the impact of positive mental and physical health and wellbeing;
- Consult with our colleagues, and/or their representatives, when making decisions on matters that may affect health, safety and wellbeing;
- Apply a systematic approach to the management of health, safety and wellbeing risk in our business that meets our legislative and other relevant obligations;
- 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 Officers to proactively exercise their due diligence obligations and leaders to effectively manage health, safety and wellbeing;
- Provide health, safety and wellbeing training to our colleagues, in line with their responsibilities;
- Disseminate health, safety and wellbeing information to our colleagues and visitors to our workplace;
- Comply with relevant health and safety legislation and other regulatory requirements;
- Encourage and support our colleagues to take responsibility for their mental and physical health and wellbeing;
- Provide our colleagues with return to work support in the event of a workplace injury;
- Consider and implement effective workplace adjustments in a timely way, with mechanisms in place to follow up and review effectiveness; and
- Make available adequate resources to effectively implement this policy.

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
May 2020

