



Health, Safety and Wellbeing Policy

NAB is committed to proactively managing health, safety and wellbeing to enable our colleagues to serve customers well and help our communities prosper.

This Policy applies to all NAB colleagues and those carrying out work on behalf of NAB, including international locations.

NAB has implemented a comprehensive safety management system in accordance with legislative and regulatory requirements to ensure a systematic approach for the management of physical and psychosocial risks. We strive to eliminate or minimise workplace health and safety risks so far as is reasonably practicable, and foster an inclusive culture which recognises the importance of the health, safety and wellbeing of our colleagues, contractors, customers and visitors to our workplaces.

Central to our approach for managing health, safety and wellbeing is to:

- 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.
- Establish measurable objectives and targets to drive continuous improvement, with reporting and monitoring by Senior Management and Directors to enable the effective management of health, safety and wellbeing.
- Provide appropriate and timely information and training for colleagues and visitors to our workplaces.
- 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.
- Enable leaders to be capable in driving a positive culture for the safety and wellbeing of our colleagues.
- Provide professional support for colleagues to assist their recovery and return to work following injury or illness, to provide early intervention or advice on health concerns impacting colleagues at work, and to implement effective and reasonable workplace adjustments in a timely manner.
- Work collaboratively with Comcare (Commonwealth Health and Safety Regulator in Australia) to reduce the number and impact of workplace injuries or illness, in line with our 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.

Andrew Irvine
Group Chief Executive Officer
May 2024