

November 2022

Medibank Health, Safety & Wellbeing Policy

This policy is applicable to all people engaged within the Medibank group of companies, comprising Medibank Private Limited and each of its subsidiaries (Medibank) who carry out work, or may be impacted by the work being undertaken by Medibank. The term 'people' in this document includes all workers, such as employees, contractors, consultants, volunteers, work experience students and all other persons carrying out work for Medibank.

This policy will be periodically reviewed in light of any organisational and/or legislative change, significant incident, or at a minimum every three years.

Health Safety and Wellbeing Policy Statement

At Medibank, we work to create Better Health for Better Lives. We put the health and wellbeing of our people and customers at the centre of everything we do by providing the best health and wellbeing experience for our people.

We want to be the healthiest workplace in Australia, and we're committed to focusing on proactive wellbeing, prevention and early intervention.



“Everyone at Medibank has a role to play in upholding our commitment to Health, Safety and Wellbeing.”

We'll do this by:

- Embedding health, safety and wellbeing considerations into the everyday activities of the business and creating opportunities where health and wellbeing is encouraged. This includes providing a working environment that encourages physical and mental wellbeing through our EAT, MOVE, FEEL program.
- Ensuring work practices are subject to risk management methodology and that appropriate levels of control are applied to identified hazards and risks.
- Complying with all relevant Workplace Health and Safety (WHS) legislation and regulations, with consideration of guidance provided in WHS codes of practice and other appropriate industry practices and standards.
- Establishing measurable objectives and targets to track our performance. We will regularly audit, review, evaluate and improve Medibank's HSW management system, tools and resources.
- Setting and defining HSW responsibilities for all Medibank people and providing leaders with the tools and knowledge to lead by example.
- Providing the appropriate information, training and supervision for all people carrying out work for Medibank. This includes linking the completion of annual HSW compliance training with employment and remuneration outcomes.
- Enabling opportunities for effective consultation and communication, including working collaboratively with others to achieve resolution of any HSW issue.
- Continuously promoting the reporting of hazards and incidents, and investigating to prevent reoccurrence. For our injured or ill employees implementing and actioning early intervention programs to assist a safe return to work.
- Prioritising mental health by providing support, tools, resources and education for our people and their families.
- Creating a workplace that fosters respect and inclusion where people feel safe to be themselves at work.
- Recognising the importance of flexible work arrangements and family friendly workplaces in maintaining a diverse, adaptive and high performing workforce.
- Making available adequate resources to effectively implement this policy.

David Koczkar
CEO

Mike Wilkins AO
Chair, Medibank Board