

**People & Culture**

T. 0800 10 6000>opt5>opt2  
E. BNZ\_People@bnz.co.nz  
Level 10, 80 Queen Street  
Auckland City  
New Zealand



16/07/2025

Jia Han  
10 Foxham Terrace  
Churton Park  
Wellington 6037

Kia ora Jia,

**Welcome to BNZ**

I'm very pleased to offer you this opportunity to begin a challenging, exciting and rewarding career with BNZ. The details of the offer are outlined below.

<b>Role:</b>	Senior Developer
<b>Commencing:</b>	19/08/2025
<b>Location:</b>	Wellington
<b>Employment Agreement:</b>	Individual Packaged Agreement - Schedule P1 Please note that where there is any inconsistency between the terms of that employment agreement and the terms set out in this offer letter, the terms of this letter will apply.

**Hours of work:** Full time  
**Hours of work per week:** 37.5

**Days and Times:**

Day	Start time	Finish Time	Break Time	Total hours
Monday	08:30	5:00	1 hour	7.5
Tuesday	08:30	5:00	1 hour	7.5
Wednesday	08:30	5:00	1 hour	7.5
Thursday	08:30	5:00	1 hour	7.5
Friday	08:30	5:00	1 hour	7.5
Total weekly hours				37.5

**Reporting to:** Engineering Lead

**Base Salary:** \$145,000.00 gross per year

**Notice Period:** 6 Week(s)

**Remuneration Review** All employees that have been with the bank for more than 6 months will have their remuneration reviewed annually, as at 1st of January.

**Pre-employment checks**

We're happy to make this offer to you now, but it's subject to BNZ being satisfied with the results of standard pre-employment checks including (but not limited to) criminal record, credit, reference checks and other pre-employment checks and subject to you being lawfully able to work for BNZ in New Zealand.

**Your employment agreement**

Please find attached a copy of the Individual Packaged Agreement - Schedule P1. This Agreement, together with this letter of offer, forms BNZ's offer of employment. If you sign this letter of offer accepting its terms you will be bound by the employment agreement.

**Your KiwiSaver contributions**

Refer to your Employment Agreement for information regarding how the Bank's KiwiSaver contribution is treated.

**Other information**

BNZ would like to offer you employment on the terms and conditions set out in this offer letter and the Individual Packaged Agreement - Schedule P1. You can read a copy of these documents on our BNZ Careers site.

You will also be given access to the following documents to help you make a decision on this offer:

- Position description

You'll also need to head to your Candidate Home in Workday to complete your KiwiSaver Information.

Please consider these documents fully and feel free to call if you have any queries about this offer. I sincerely hope you accept this offer to become part of the unique BNZ experience and look forward to welcoming you on board.

Yours sincerely,

Julia Larsen  
Engineering Lead

You are also entitled to seek independent advice to assist you in making this decision.

BNZ is committed to protecting the environment, so we choose to keep employee records electronically (rather than keeping paper files). To help you contribute to preserving our environment as well, BNZ is happy for you to select "I Agree" on the Review Documents screen and we'll treat this the same as if you'd used your handwritten signature. If you decide to accept this offer of employment, please let me know you've made that decision within four days after receiving this letter.

## Employee Acceptance

Please signify your acceptance of employment with BNZ on the terms and conditions set out in this Letter of Offer and the Individual Packaged Agreement - Schedule P1 agreement by selecting "I Agree" on the Review Documents screen.

I acknowledge that I have had a reasonable opportunity to discuss and understand the terms of this Letter of Offer and the employment agreement attached. I, Jia Han:

- Agree to be bound by the terms of employment as set out in this Letter of Offer and the Individual Packaged Agreement - Schedule P1;
  - Agree that this offer of employment is made subject to the results of checks on my criminal, credit records, reference and other pre-employment checks and will be withdrawn, or my employment terminated, if the results of these checks are in any way unsatisfactory, as determined solely by BNZ;
  - Agree that this offer is entirely based upon my being entitled to work for BNZ in New Zealand. If I am unable to provide proof of my eligibility to work for BNZ in New Zealand, my employment will be liable for termination.
  - Agree that this offer of employment, and any resulting employment relationship is conditional on my consent to BNZ conducting continued checks during my employment, including with Immigration New Zealand, of my legal entitlement to work in New Zealand and BNZ being satisfied with such results.
  - Agree I have been informed about my entitlements under the Holidays Act 2003 and my ability to obtain further information in regard to those entitlements from the Ministry of Business, Innovation and Employment and/or the union (if applicable).
  - Agree that I have had a reasonable opportunity to seek independent advice about the terms of this offer;
  - Declare that all representations about my qualifications and experience, whether oral or in writing, made by me when applying for this position are true, complete and correct;
  - Declare that all other information disclosed is true, complete and correct to the best of my knowledge;
  - Declare I have not deliberately failed to disclose any matter which may have materially influenced BNZ's decision to employ me including but not limited to any matters arising out of my previous/current employment.
- I understand that a failure to disclose any material matter, may result in termination of my employment.

Signed as accepted.

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Jia Han  
16/07/2025