

ACHIEVING THE ENERGY TRANSITION

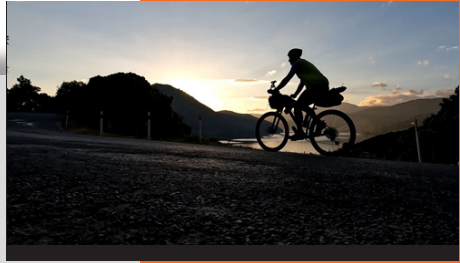
**OUR
SUSTAINABILITY
COMMITMENTS
CASE STUDIES
COMMUNITY**

OMEXOM

VINCI 
ENERGIES

2022

A little goes a long way



**CASE STUDY: HEALTH &
WELLBEING**

Cause close to heart



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Tom Burgess of Omexom's Gas Connections team tackled an 'Everesting' challenge to raise money for Harbour Hospice.

With his mother-in-law battling terminal cancer, Tom took on the challenge to help fundraise for the charity and support those who are going through the same situation.

'Everesting' is where cyclists ascend and descend a given hill multiple times, cumulatively climbing 8,848 metres (the total elevation of Mount Everest).

Tom completed the Everesting challenge on Colonial Road in Birkenhead, completing 104 laps with very few small breaks, covering a total of 243km on the day.

"Starting at 4am, and taking somewhere in the region of 16 hours, this challenge will be both physically and mentally challenging, but it's nothing compared to the challenge that those with life limiting illnesses face everyday," said Tom on his campaign page before he took on the task.

As part of the Omexom's Corporate Social Responsibility (CSR) programme, the company contributed to Tom's GiveALittle campaign.

Tom raised a staggering \$5,710 – well surpassing the \$5,000 goal he set.

Harbour Hospice gives palliative care and support for those with life limiting illnesses. While the Health Board funds around 50% of their operating costs, generosity is needed to fund the other 50%.

2022

*Promoting physical and mental health, and
general wellbeing*

CASE STUDY: HEALTH & WELLBEING

Company wide initiative

The Omexom Wellbeing Committee plays a key role in the successful implementation of the Health, Safety and Wellbeing Strategy.

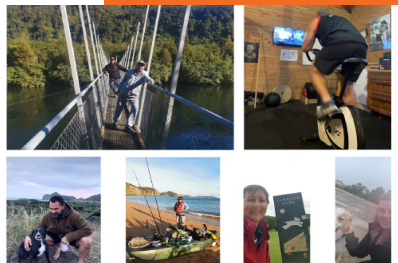
They achieve this by promoting and implementing wellbeing initiatives for employees to improve their mental and physical health. In turn, these initiatives can lower health-care costs, increase productivity, and improve our employees' morale.

The committee is made up of employees from each of the four perimeters who share diverse opinions, thoughts, and ideas of how to promote an effective wellbeing program to all employees.

They are committed to encouraging employees to live a healthier life by focusing on the three keys areas of physical wellbeing (i.e. exercise, nutrition, and sleep), and to provide activities and resources that encourage a culture of health and wellbeing in our workplace.

Earlier this year, the committee decided to address physical wellbeing by promoting a Fitness Challenge in May.

The aim of this challenge was for employees to sit less and move more. To incentivise the challenge prizes were awarded in individual



COMMUNITY

Home without harm



and team categories for walking, running, cycling and a combo of the three activities.

Benefits of such a challenge was to:

- help reduce sedentary behaviours,
- foster teamwork,
- build a healthy culture in the work-place,
- assist in improving employee productivity, and
- contribute to a healthier lifestyle.

The challenge was promoted as “fun, free, and easy”, with prizes to be won. It’s a great way to build friendly competition as well as personal fitness.”

Staff could take part in three ways: as an individual, as a team (5-10 people) and/or by entering photos or stories.

The fitness challenge was well-organised - from the planning stage through to the tracking and reporting of the challenge.

The committee provided recognition and encouraged participation via e-Vents, Yammer, Informs, and HSE Hub. Monetary prizes incentivised participation and were awarded to the winners in each of the categories.

2022

Promoting physical and mental health, and general wellbeing

CASE STUDY: HEALTH & WELLBEING

Company wide initiative

The feedback from the challenge participants is that they want to do it again in 2023.

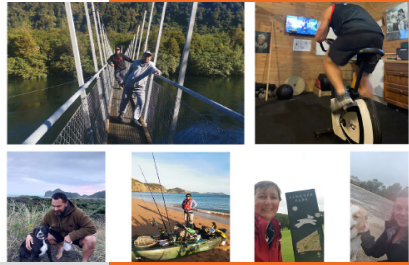
Over the past 12 months, we have introduced several initiatives to improve mental health and wellbeing for everyone in the company and have seen an increase in engagement throughout the company around these topics, i.e. exercise, nutrition, and sleep.

As each committee member feeds back into the wellbeing committee meetings from their wider group of employees, this has an immediate positive impact on employee-to-employee communications.

The committee members are building relationships with employees whom they may not have regular contact, and this has led to an improvement in communication and relationship-building within the company.

The wellbeing committee has made a huge amount of progress in the past year. Improvements and initiatives that have been championed by the committee include:

- two-yearly voluntary health screening,
- skin cancer checks,
- flu vaccinations,
- bowel cancer screening,
- Women's health (breast cancer) and
- Men's health (Movember)) and



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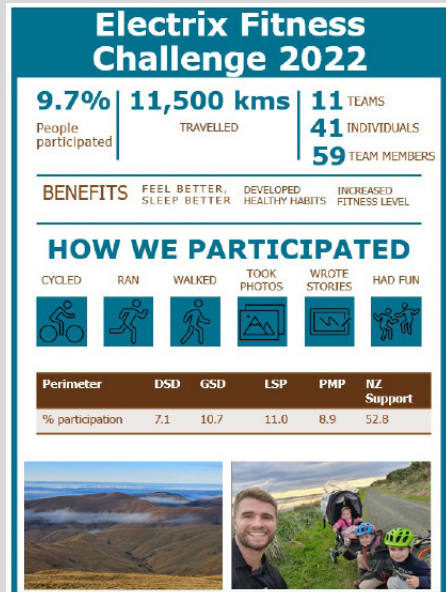
Home without harm



- the fitness challenge.

The introduction of the HSE Hub is to provide a better communication channel across the company to keep employees informed on what is happening in the Health and Wellbeing area.

There is also continued monitoring of the wellbeing strategy and how this is affecting employee mental health. Work-life balance and job satisfaction is at the core of how the wellbeing committee in moving us towards a healthy workplace.



2022

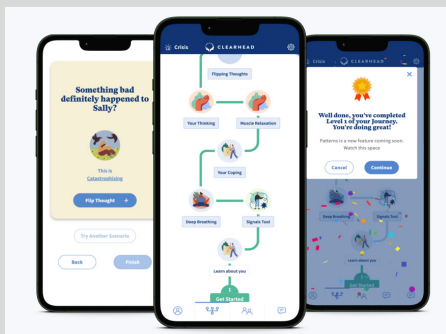
*Offering proactive wellbeing support to our staff
24/7 with fast turnaround timeframes.*

CASE STUDY: STAFF SUPPORT

Clearhead for clear minds

Clearhead is a comprehensive Employee Assistance Programme (EAP) service introduced by Omexom, a company that is deeply committed to the wellbeing of its staff.

Omexom recognizes that the physical and mental health of its employees is crucial for ensuring their safety and overall satisfaction in the workplace. Therefore, they have taken proactive measures to provide a range of support services through Clearhead, making it easily accessible to all staff members.



Clearhead's primary objective is to offer a more convenient and user-friendly EAP experience. Through a self-help portal, employees have access to a wealth of resources to address various personal and professional challenges they may encounter.

Furthermore, the service provides flexibility by allowing employees to choose between



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Home without harm



seeing a therapist in person or engaging in online therapy sessions. Detailed information about each therapist is available to ensure employees can make informed decisions.

One of the notable features of Clearhead is its swift turnaround time. Online consultations have a response time of within 24 hours, while in-person appointments have a maximum wait time of three days. This quick access to support allows employees to address their concerns promptly and efficiently, preventing issues from escalating.

To further enhance the well-being of its staff, Clearhead organizes events on a quarterly basis. These events are designed based on search trends, ensuring they are relevant and beneficial to the employees' needs and interests.

By addressing current topics and providing valuable resources, Clearhead aims to create a supportive environment that fosters personal growth and overall satisfaction among Omexom employees.

Clearhead was officially launched on October 2022, marking a significant milestone in Omexom's commitment to employee wellbeing and the provision of comprehensive support services.

2022

Attracting the best candidates in the market both within New Zealand and internationally

CASE STUDY: STAFF SUPPORT

Innovation for Omexom recruitment

In today's highly competitive job market, finding and retaining qualified employees has become a challenge for businesses across all industries.

Omexom, recognizing the significance of attracting top talent, has made it a priority to enhance its recruitment process and position itself as an industry leader in capturing the attention of potential candidates.



Electrix Recruitment 2022

7,711 views • 4 months ago

Understanding the need to showcase the organization's strengths in a captivating and meaningful way, Omexom has incorporated video content throughout the entire candidate's journey, from the initial search to the final hiring stage.

Video has proven to be a powerful tool in the recruitment process, with research indicating a 12% increase in interest and a staggering 34% boost in applications when video content is utilized.



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Promote exciting careers



The impact of this strategy was immediately evident when Omexom's new corporate video made its debut on LinkedIn, amassing an impressive 12,000 impressions within its first week.

This video featured various members of the staff, fostering a sense of belonging, pride, and engagement among employees throughout the organization.

By leveraging the power of video content, Omexom has successfully positioned itself as an attractive employer, effectively reaching and appealing to qualified candidates in today's competitive job market.

2022

Three week dialogue with our employees produces valuable insights

CASE STUDY: STAFF SUPPORT

2022 employee survey

The intent of the Employee Survey was to provide an opportunity for our people to have a say about Omexom, its culture, and direction.

We wanted to hear our people's views, as feedback is critical for making the right decisions for the future.

The survey themes covered – My Company, My Team, My Job, My Manager/Leader and Overall Perception.

Our people were asked to rate each of the 66 questions across the scale – from Strongly disagree to Strongly agree.

Why have the survey? Simple - to provide every person the opportunity to give us a healthy no holds barred snapshot of what it's really like to work at Omexom. It was totally anonymous and confidential to protect employees.

Without our people's participation, we would have just been guessing on what we should plan, what to change and what to implement.



COMMUNITY

Promote sustainable careers

The collective voice made good business sense with substantial feedback on improving what we do and how we work at Omexom.

51% of our people contributed to the survey, noting the following achievements:

- Employee satisfaction score of 81%.
- Overall, to the statement *My team is effective in the work we do* – 94% agreed.
- Overall, *I'm satisfied with my job* – 79% agreed.
- Overall, *The person I report to is an effective leader/manager/supervisor* – 86% agreed
- Overall, *I would like to recommend Omexom as a great place to work to my friends, family and professional contacts* – Net Promoters Score (NPS) of 7%.

2022

Raising community awareness for growing sustainable practices

CASE STUDY: SUSTAINABILITY DRIVE

Sausage sizzle for sustainability

On May 15, 2022, Omexom actively participated in the Little Green Expo, an event organized by the Pukekohe Community Actionable Trust.



The highlight of Omexom's involvement was their sausage sizzle stand, which drew volunteers from across Auckland. This collaborative effort showcased Omexom's commitment to community engagement and environmental stewardship.

The expo focused on fostering sustainability by providing valuable information, education, and presentations to the community. It aimed to inspire individuals to adopt sustainable practices in their everyday lives, emphasizing the reduction of waste in areas such as water, clothing, rubbish, and food.

By supporting this initiative, Omexom



demonstrated its dedication to two critical sustainability goals: supporting communities and minimizing environmental impact.

Omexom's association with the Pukekohe Charitable Trust spans beyond the expo. The company has consistently contributed through donations and volunteer initiatives, solidifying their long-standing partnership.

By actively participating in the Little Green Expo and other community-driven activities, Omexom strives to make a positive difference, both locally and environmentally, and encourages others to do the same.



2022

Partnering with the Pukekohe Charitable Trust

CASE STUDY: WINTER ESSENTIALS

Raising funds for warm hearts for winter

Pukekohe Charitable Trust, based in Auckland, approached Omexom to help donate towards their local trust.

The Pukekohe Charity Trust offers support, advocacy, education, and intervention to whanau in crisis situations, targeting whanau that have dependent children.

They provide a professional social work service using a Wairua Karu approach, "potential for change and growth' working together, building strength and empowerment for sustainability of safer living in the home and community.

The Whānau Resource Centre operates a Koha Shed where people can drop off donated household goods and food. Once a week the koha shed is opened and the community is invited to come and take what they need.

The Omexom CSR committee ran a Warm hearts for winter campaign drive commencing March 2022, which ran until the 16th of May 2022.

The idea behind the campaign was to collect new items from staff across the North and South Islands, which would include pyjamas, blankets, warm clothes etc. for winter.



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All items collected were donated to the Pukekohe Charitable Trust for the Auckland Region and to the Ronald McDonald house charities in Wellington/Palmerston North and the South Island.

As we had many of our office-based staff working from home due to Covid restrictions, staff had the option to donate money instead to the charity that could be used to purchase these items.

The campaign was extremely successful, raising \$706 in monetary donations and an amazing collection of new clothing items, blankets, duvets and even hand knitted items that were donated to the charities.

2022

Partnering with the Pukekohe Charity Trust

CASE STUDY: PUKEKOHE CHARITY

Helping Santa deliver to the needy

Pukekohe Charitable Trust approached Omexom for assistance in making a donation to their local trust. The trust's primary focus is to provide support, advocacy, education, and intervention to whanau experiencing crisis situations, specifically targeting those with dependent children.

They employ the Wairua Karu approach, emphasizing the "potential for change and growth," working together to build strength and empowerment, ultimately enabling safer living in both homes and the community.

One of the initiatives of the trust is the Whānau Resource Centre, which operates a Koha Shed. This facility allows individuals to contribute donated household goods and food items.

Once a week, the Koha Shed opens its doors, inviting the community to come and take what they need, fostering a spirit of collaboration and support.

Demonstrating their commitment to the cause, the Omexom CSR committee actively participated in delivering Christmas hampers to 30 families in need.

This act of kindness not only provided essential resources during the festive season but also served as a symbol of solidarity and



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compassion.

Through this collaboration, Pukekohe Charitable Trust and Omexom exemplify the power of community engagement and philanthropy, making a positive impact on the lives of vulnerable families in their local area.

2022

*Ensuring no child goes hungry during the
Festive season*

CASE STUDY: SCHOOL PARTNERING

Christmas cheer for six schools

Part of giving back to the community we work in is to give to our future generations.

In 2021, Omexom partnered with six schools around New Zealand, contributing funds and volunteers who gave their time to help out in several of these schools' activities. These schools were:

- Onepoto, Auckland
- Panama Road, Auckland
- Fairfield, Hamilton
- Takaro, Palmeston North
- Halfway Bush, Dunedin
- New River, Invercargill

Among the various activities Omexom supported and where staff volunteered were:

- Athletics Days
- Field Trips (snorkeling at Goat Island or skiing at Cardrona Alpine Resort)
- Recognition of most improved students in a year
- Christmas BBQs

Many of our staff took time away to help serve a Christmas BBQ to children and staff at all six schools.



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Panama Road Primary School, Auckland

2022

Ensuring no child goes hungry during the
Festive season

CASE STUDY: SCHOOL PARTNERING

Christmas cheer for six schools



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Takaro Primary School, Palmerston North



Fairfield Primary School, Hamilton



Halfway Bush Primary School, Dunedin

2022

Brightening the lives of Kiwi schoolchildren in six schools we support

CASE STUDY: SCHOOL PARTNERING

Easter rollout to schools

Each year we run a series of campaigns at our Omexom sponsored schools. One of the highlights each year is the Easter campaign.

We have been running the Easter campaign for over two years and this has been well received by both the Teachers and students.



The idea behind this is to continue to build and develop our relationship with our adopted schools and to keep up the great momentum and focus achieved in 2021.

During the week of the 11-15th of April 2022, we distributed over 1,100 Easter goodies packs to our six CSR-sponsored schools in both the North and South islands.



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Panama Road Primary - Mt Wellington
Onepoto School - Northcote
Fairfield Primary school - Hamilton
Takaro School - Palmerston North
New River Primary School - Invercargill
Halfway Bush Primary - Dunedin

As we had Covid settings in place, the items were hand delivered by the teachers and school staff to each of the children.



2022

Giving disadvantaged children digital access and tools

CASE STUDY: SCHOOL PARTNERING

Digital equity drive for tamariki

Omexom supports Vodafone Aotearoa's 'Digital Equity' focus recognising that thousands of young Kiwis are still experiencing digital exclusion and disadvantage.

That is, the lack of access to tools, knowledge and digital connections, such as broadband, wi-fi, etc.



We have joined together with Vodafone Aotearoa and schools supported in our CSR (Corporate Social Responsibility) programme to 'Get Connected', specifically to resolve the below for kids who don't have:

1. Access to the network provider due to location
2. Access to any data if family is unable to afford data packages
3. Access to a device if family unable to provide one (Recycled as part of our circular economy strategy)



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Vodafone Aotearoa have come to the party and have provided Omexom with a trial of 10 network connections and unlimited data for our most vulnerable students to utilise for school work.

Omexom provided 10 of our reused laptops, which had reached end of their business life but not end of product life. We gave to these 10 devices to 10 children, so they would have a complete package to use.

"At Omexom, we're not just helping power the nation, but the future of our younger generation," said Omexom Managing Director Morneez Green.

"Just as Omexom continually gives our staff full opportunities to grow professionally without limits, we want our tamariki to have access to full learning opportunities too."

"This programme gives us some assurance the children at these schools will not be left behind in the digital transformation happening in their lives."

2022

Brightening the lives of Kiwi schoolchildren in six schools we support

CASE STUDY: SCHOOL PARTNERING

Helping hands for tamariki

As part of our Corporate Social Responsibility (CSR) initiatives and programmes, Omexom' Mt Wellington office has adopted Panama Road School.

Panama Road is based in South Auckland catering for years 1-6. The school runs various initiatives and events throughout the year, which require the help of volunteers to ensure that these can go ahead.

A call for volunteers was sent through to our database of volunteers to assist with a few key schools' events, which included the Panama Road Athletics Day, a trip to Goat Island and a Big Day planned for the school towards the end of the year.

Two of our staff members from our Mt Wellington office, accompanied the Goat Island school trip to help and support the students and ensure the students were always safe in the water.



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At Panama Road Primary Athletics Day on the 15th November 2022, Omexom provided much needed food to all the children on the day. We also provided support and assistance to ensure that the Athletics Day was able to go ahead.



A variety of staff attended and supported the Big Day out at Panama Road Primary. These events would not have been able to go ahead without the help and support of our wonderful Omexom volunteers.

The Volunteering is beneficial for both parties - For the school receiving the support and assistance from Omexom and its staff, and for Omexom in building and maintaining a great relationship with the teachers and the students.

It is also an opportunity to give back to our community.

2022

Attracting the best candidates in the market both within New Zealand and internationally

CASE STUDY: SENIOR SURPRISE

CMA seniors delighted by Omexom

CMA (Companionship and Morning Activities) is an organization that runs morning centers for seniors, offering companionship and activities to combat isolation.

These centers provide a safe and nurturing environment where seniors can participate in approved ACC strength and balance exercises, games, speakers, and outings.

On December 13, 2022, CMA hosted its first Christmas event in Albany. The hall was beautifully decorated with Christmas lights and ornaments to create a festive ambiance.



The seniors enjoyed various activities, with Christmas Bingo being a favorite. For a special touch, each senior received a lovely gift bag filled with goodies donated by Omexom staff.

CMA's focus is on promoting well-being



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and creating meaningful connections for seniors. By offering companionship and engaging activities, they strive to alleviate isolation among older individuals.

The inclusion of approved exercises ensures physical health is prioritized, while games, speakers, and outings provide mental stimulation and entertainment.



The Christmas event exemplified CMA's commitment to making seniors feel valued and cherished during the holiday season, leaving a positive impact on their overall well-being. Omexom's involvement also reflects our commitment to the community as part of our corporate social responsibility.

2022

Attracting the best candidates in the market both within New Zealand and internationally

CASE STUDY: Multi-faceted support

Assisting environmental social services provider

Te Whangai Trust creates native plant nurseries and plants native plants around the country.

They aim to create a sustainable ecological, social and educational enterprise that supports, trains and advocates for people who find it challenging to enter the labour market. <https://tewhangai.org/>



Omexom approached Te Whangai and offered to provide support wherever we could. Job number one was to provide equipment and labour to move a large potting shed from their nursery in Pukekohe to Miranda in Hauraki.

The team was made up of staff from Mobility, Distribution and Power Services, as well as other volunteers from Mt Wellington.



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Day one saw the team dismantle the shed and stack everything ready for transportation and day two involved loading up in Pukekohe and unloading down in Miranda.

Although a relatively simple job, it required a bit of sweat and elbow grease, which the field guys took in their stride, but it is fair to say some of us felt the strain of some physical work.



2022

Providing shelter and rest for families going through difficult times

CASE STUDY: HELPING THE HELPERS

Ronald McDonald House Charity

Omexom, a multinational company specializing in electrical engineering and construction, sponsored the Ronald McDonald House Charity (RMHC) Christmas wreath campaigns in New Zealand.

The RMHC provides accommodation and care for families with seriously ill or injured children. The campaigns covered the North and South Islands, providing families staying at the RMHC with two nights' accommodation, a Christmas feast, and a visit from Santa Claus.

By sponsoring the Christmas wreaths, Omexom aimed to alleviate financial burdens, and help create a warm and festive atmosphere for these families during the holiday season.

The partnership between Omexom and RMHC highlighted their shared goal of making a positive impact on the lives of children and their families. The sponsorship not only provided financial relief but also raised awareness about the work of RMHC and encouraged others to support their cause.



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Omexom sponsored the campaigns in both the Auckland and South Island branches of RMHC, displaying their logo alongside the charity branding. The Christmas wreaths became symbols of hope and solidarity, fostering a sense of community and togetherness.

Through their sponsorship, Omexom made a meaningful difference by providing paid accommodations, meals, and a joyful celebration for families facing adversity. This collaboration showcased the power of compassion and inspired others to contribute to the well-being of families in need.

2022

Providing shelter and rest for families going through difficult times

CASE STUDY: HELPING THE HELPERS

Ronald McDonald House Charity

Omexom supports Ronald McDonald House nationwide, from Auckland to Invercargill. When families walk into a Ronald McDonald Family Room, they often want to forget they're in a hospital.

Usually just steps away from a high dependency or pediatric intensive care unit, Ronald McDonald Family Rooms offer families a place to rest and recharge, just steps away from their hospitalised child.

Omexom volunteers at one such facility in Southland Hospital, Invercargill. When we found out their old vacuum cleaner had stopped working, the matter was immediately brought to the attention of the CSR Committee, who promptly approved purchase of a new one for the Family Room that same day.

Ronald McDonald Family Room supervisor Helen Walker (pictured with the new vacuum), staff and volunteers at Ronald McDonald House were ecstatic and really loved their new vacuum!



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"As great as they are, hospitals are still unfamiliar and sometimes sterile, devoid of warmth," said Omexom Managing Director Mornez Green.

"The Ronald McDonald Family Rooms make such a difference for families of children undergoing treatment, and we're so glad to be able to help out in a small but impactful way."



2022

Providing shelter and rest for families going through difficult times

CASE STUDY: HELPING THE HELPERS

Helping families through crisis

Omexom has provided Ronald McDonald House Charity, South Island with some much-needed appliances for their Ronald McDonald Houses.

The Ronald McDonald Family Room, Southland Hospital is an extension of the hospital that is directly connected to the children's and neonatal wards.

When families walk in, they forget they're in a hospital and see it as a place to rest and regroup just moments away from their children.

Any family who has a child up to and including the age of 21, who has been admitted to the children's or neonatal wards can use the Family Room's communal facilities.

There are also four overnight bedrooms, which are allocated on a daily basis. This is done by the Family Room Supervisor in consultation with the hospital's medical staff.

Rooms are provided to families on a greatest need basis and each family's individual situation is taken into consideration. In 2021, RMHC New Zealand provided almost 33,000 nights of accommodation and support to families free of charge at its facilities throughout New Zealand.



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The need for their services is as great as ever, and the costs and way they're delivered grow more complex each day.

Omexom is happy to help meet those needs in as many ways as possible.



2022

Raising community awareness for growing sustainable practices

CASE STUDY: HELPING THE HELPERS

VINCI NZ Foundation initiative



VINCI's seven New Zealand companies have combined through the VINCI NZ Foundation to assist communities and charitable initiatives right across the country.

One such initiative is the non-profit organization, Te Whare Kokonga - Melville Community House, which offers a wide range of services and support to communities in Hamilton.

Te Whare Kokonga - Melville Community House serves as a hub for information, assistance, and activities. It provides crucial support services and advocates for the residents of Hamilton.



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The center offers various programmes, including holiday and after-school activities, a satellite medical clinic, room rentals, distribution of vegetable boxes, community education, CV support and development, advocacy services, free legal advice, beautification projects in the Bader area, community Christmas lunch, Easter egg hunt, and even free Wi-Fi access.

The services offered by Te Whare Kokonga cater to the needs of the Melville, Bader, Glenview, Deanwell, and Fitzroy communities.

The name "Te Whare Kokonga" translates to "the house on the corner," reflecting its role as a welcoming and accessible community resource.

For more information about Te Whare Kokonga - Melville Community House, a video presentation can be viewed at the following link: <https://vimeo.com/727550156>.

2022

Ensure our employees are given an opportunity, wherever possible, to share in our economic success.

CASE STUDY: STAFF BENEFITS

Group share ownership scheme

VINCI's group saving and share ownership plan is one of numerous opportunities for Omexom staff to share in the benefits of its economic success, locally and internationally.

Known as Castor, this shareholding scheme is a wholly voluntary offering aimed at sharing VINCI's overall financial performance success with subscribing employees globally.

After six months of continuous service, all permanent employees are eligible to purchase VINCI shares, reinforcing a sense of belonging to our parent company's global community.

Aligned to a New Zealand legal and regulatory framework, once a year VINCI opens a subscription period for eligible staff to buy its shares at the advertised subscription price. This price represents the average of 20 stock market prices recorded the day prior to the first day of the subscription period.

Employees are able to buy between one share up to the maximum value of no more than 25% of their annual gross base pay. These shares are then locked into a 3-year investment period over which time the share price will track in line with market conditions.

Every year, participating employees may buy more shares. Each annual share purchase is treated independently over the prescribed



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Share the benefits of our performance



mandatory investment period.

Over this time, dividends are paid on purchased shares, which are the property of the employee. On maturity, an employee's purchased and bonus shares may be redeemed and paid directly into their bank account.

Should an employee leave Omexom, they may sell or hold their invested purchased shares. Should they wish to sell, the selling price of units converted from vested shares will be linked to the prevailing market share price.

Investments are handled on behalf of employees by a bank or financial intermediary, with account custody fees paid by Omexom.

Bonus shares

With each annual subscription period, Omexom matches each employee's shares purchase with bonus shares in accordance with a sliding scale.

2022

Take positive steps to attract, retain and develop a workforce which is representative of the wider community.

CASE STUDY: NOVEMBER 2022

Raising awareness for men's health



Movember, the month formerly known as November, is when brave and selfless men around the world grow a moustache all to raise awareness and funds for men's health - specifically prostate cancer, testicular cancer, mental health and suicide prevention.

By encouraging men (whom the charity refers to as "Mo Bros") to get involved, Movember aims to increase early cancer detection, diagnosis and effective treatments, and ultimately reduce the number of preventable deaths.



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Home without harm



Omexom has been supporting Movember and this year was no different, as evidenced by the smashing 'staches' on display.

We made sure the winners were rewarded for their support with prizes. All winners received a certificate with their winning photo signed by our Managing Director Morneze Green.

2022

Take positive steps to attract, retain and develop a workforce which is representative of the wider community.

CASE STUDY: INNOVATION IN ACTION

Recognition award winner for Innovation



Jaco Hyman (left) being presented the 2022 Recognition Award for Innovation by VINCI Energies APAC Managing Director Jerome Guiral

Every year, the Omexom Managing Director selects a Supreme Award winner to showcase an individual who has surpassed their duties to enhance or improve their work environment, process or team.

Jaco Hyman innovated a solution for the awkward manual handling and transport of heavy cylinders from the depot to the worksite.

In the past, these cylinders have been manually handled and sometimes transported by hand trolley or a four-wheeled cart. This proved to have its challenges due the upright cylinder shape and heavy weight.

The loading and offloading of cylinders, weighing, and moving of cylinders has historically been done manually. Two or three people are usually needed to lift the 105kg cylinders off the ground.



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Building recognition culture

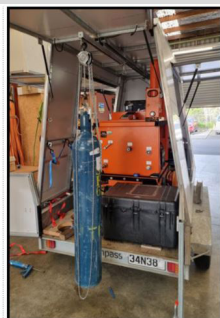


Jaco has a company covered trailer with which he transports necessary work materials, including the large cylinder bottles to site.

Using his out of the box thinking, he came up with the idea to modify the trailer so it incorporates a self-designed, -built and -installed sliding mechanism.

This allows the lifting and moving of heavy objects effortlessly in and out of the SF6 Gas Cart Trailer safely and efficiently by only one person.

The lifting device can safely handle 105 kg SF6 pressure cylinders, the SF6 Gas Cart is mounted in a trailer. The culture of safety and 'people first', plus encouragement of innovative thinking and diverse thought is what helps our staff come up with ways to constantly improve safety and staff satisfaction.



2022

Take positive steps to attract, retain and develop a workforce which is representative of the wider community.

CASE STUDY: WOMEN IN POWER

Networking for females in power

Who says you have to be buff and bold to be a woman in power? Power supply industry, that is.

Wahine in the power industry came together and met up with other wahine on the tools in the electricity supply industry.

This was at the first ever Women In Power Conference was held in September and organised by Omexom and supported by other industry players.

These women have overcome odds and achieved success in an exciting sector leading Aotearoa's energy transition to a low carbon future.



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There were great speakers and awesome attendees. A number of our Omexom female staff were there, including Omexom-Connexis Ambassadors. Many shared their experiences and triumphs working in this male dominated industry, and lessons learned.

The day ended with a panel discussion chaired by Connexis. The amazing outcomes of that discussion will lay the foundation for a movement to strengthen representation and empowerment of females in the power generation industry.



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CASE STUDY: ULTIMIT WOMEN

Showing off power in women

We are excited to announce that the groundbreaking “Ultimit” all-woman team has secured an impressive second place at the Connexis Line Mechanic and Cable Jointer Competition, held during the renowned Annual Connection event hosted by Electra.

This achievement highlights the exceptional skills and dedication of our ladies and their teammates from Unison Networks, while emphasizing the increasing presence of women in the power industry.

At Omexom, we believe in showcasing our organization’s talent and acknowledging our staff through such competitions.



Our people are the core of our services, and we strive to foster a diverse culture built on openness, respect, and the recognition of talent. Nurturing skillsets and providing opportunities for professional growth are fundamental aspects of our approach.



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As we face the challenges of transitioning to a low-carbon economy, we remain committed to the development of our staff. Adapting to evolving industry demands is crucial, and we invest in the growth and expertise of our team members to ensure they are well-prepared for the complexities of the power sector.

The Connexis Line Mechanic and Cable Jointer Competition not only celebrates our all-woman team’s achievements but also serves as an inspiration for future generations of women in the power industry.

Through this event, we aim to break barriers, challenge stereotypes, and promote gender equality. We firmly believe that diverse teams foster innovation and success, and we are dedicated to creating an environment where all individuals have equal opportunities to thrive.

Omexom remains committed to pushing boundaries, embracing diversity, and recognizing the talent of our staff. We will continue to support their development while encouraging women to pursue rewarding careers in the power sector.

Together, we will build a sustainable future driven by the skills and expertise of individuals from all backgrounds.

2021

The lonely trail leads to a cause worth undertaking

CASE STUDY: HEALTH & WELLBEING

Omexom helps towards cancer

During a lockdown in 2021, Omexom's Gas Connections business unit manager Thomas Burgess made ambitious plans to cycle the length of New Zealand in support of the Auckland Medical Research Foundation.

Thomas and his cycling partner committed to biking 3,100km of road, beach, and mountain trails from Cape Reinga (NZ's northern peak) to Bluff (NZ's southernmost town).

The pair began their epic journey on February 28, packing only spare clothes, wet weather gear and some tools in their bags.

In a cruel twist of fate, Thomas's cycling partner tested positive for COVID on Day 11, leaving Thomas to cycle solo for the remainder of the 21 Day trip.

The adventure was as much mentally challenging as it was physically exhausting. Thomas reported only seeing three cars in the entire stretch between Franz Jozef and Haast, making for a particularly lonely and solitary day.

After 21 days of cycling (or 20 days and 27 minutes as he will tell you), Thomas completed his voyage.



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Along the way, Thomas raised a staggering \$10,000 for cancer research through the Auckland Medical Research Foundation.

The funds were raised by friends, family, and online supporters.

In addition, organisations such as Omexom and other individual contributors from within the Omexom community made donations.



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CASE STUDY: WOMEN IN INDUSTRY

Profile: Laisa Pickering

Our Omexom high-voltage live line mechanic Laisa Pickering believes many of the barriers that make working in the industry difficult for women are more a perception than a reality.

Confidence in your own abilities and skills, and not brute strength, is what it takes to make it, she says.

And she should know. As one of a small elite group, she is also one of the first females in this dangerous, high-voltage live line specialism.

To get where she is today has taken more than 20 years of commitment, hard work, self-learning, and a belief in the importance of sharing knowledge and best practice.

Over this time, she has encountered outdated gender stereotypes. While Laisa describes her co-workers as a “really good bunch” she said some comments, more from people on the street than from within the industry, can be “frustrating”.

Her skin has got a lot thicker from working in the field and she stresses the need to be “straight up”.

The industry has opened its eyes to the benefits of having more women on the payroll, helped along by pioneers such as Laisa. The skills they have brought to the industry have led many companies to actively recruit women.

New, safer practices that encourage teamwork and the use of machinery are one of the changes that has come as more women enter



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the electricity industry.

Laisa believes women bring a fresh perspective and contribute to efficient, safer ways of doing things by bringing a greater emphasis on emotional wellbeing - something that was lacking in the industry previously.

Of the eight apprentices taken on by Omexom in Laisa's cohort, nearly half were women.

Laisa believes this is because more women are recognising that the industry has a lot to offer. There are so many career paths open to people in the industry, with a chance later on in one's career to move from field-based roles into management positions.

Keen on the outdoors, through her job Laisa values the opportunities she's had to travel extensively, to beautiful and often remote spots. She loves that she has met and made friends with such a wide range of people, many of whom she would never have come across outside of the industry.

2020

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CASE STUDY: WOMEN IN INDUSTRY

Profile: Danielle Forman

Omexom Power Systems Technician Danielle Forman says her industry success is down to not allowing herself to be constrained by “dude rules”.

For Danielle, that meant trusting in herself, asking the right questions and the ability to quickly learn the skills to get the job done.

She does not take all the credit though. She is grateful for support from colleagues and mentors over the six years of on-the-job training and self-learning it’s taken to work her way up to her current role.

“I never thought of learning a trade until I was doing it,” she says. Now, she says she “wouldn’t do anything else”.

What Danielle loves about her job most of all is the variety. She is not one for doing the same thing day after day and enjoys the chance to experience different aspects of the job including project work, fault finding and equipment maintenance.

Danielle does not believe she has experienced any prejudice in her career because she is a woman. She describes her colleagues as “really nice dudes” who treat her the same as they treat each other.

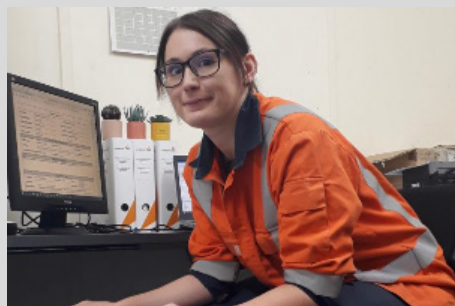
She acknowledges that the industry is “still pretty macho”, but believes the influx of younger workers, further spurred by the Free Trades Training currently available, is helping change the working environment.

Change is also being led by the corporate side of companies, Danielle says, and that then flows into the field teams.



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She believes women can be a real asset to employers, bringing a stronger focus on precision and planning. They are more focused and organised, she says, and are better at listening and working collaboratively.

She says there are no special skills required to work in infrastructure. She firmly believes there is “nothing special” about herself or the other women who work in the industry.

Anyone can do any job if they put in the effort to listen, watch and learn, she says. This is certainly the attitude she has brought to her own career.

Just two years into her current role, Danielle is already planning her next move. She has set her sights on the HVDC Inter-Island link, better known as the Cook Strait cable, which connects the electricity networks of the North and South Islands.



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