



PROMOTE GREEN GROWTH

Act for the climate
Preserve natural environments
Optimise resources



IN OUR HANDS
**HEALTH, SAFETY
& WELLBEING**



SHARE
THE BENEFITS
OF OUR
PERFORMANCE

OUR SUSTAINABILITY COMMITMENTS

OMEXOM

VINCI 
ENERGIES

In support of our sustainability commitments, we have six clear strategies to deliver balanced, measured and profitable growth.



We have made a public commitment to conduct our business operations in a responsible and sustainable manner which minimises the impact on the environment, makes a positive contribution to the communities in which we operate while achieving a satisfactory return for our shareholders.

MORNEZ GREEN
Managing Director,
Omexom New Zealand



Foreword

As global citizens, we are all affected by climate change impacts alongside the societal challenges of entrenched inequality, digital advances on job creation, the future of work and more.

At Omexom, we believe sustainability is about leadership and the transformation of our industry to meaningfully address the challenges and complexities of these global mega-trends.

Within the context of our business and operational environment, we want to make a greater contribution in support of how that transformation is taking shape in the New Zealand infrastructure sector broadly.

More specifically, we want to better support our people, customers and supply chain in affecting that change.

We are committed to having the “right” conversation about environmental, social and governance (ESG) sustainability in our business.

To that end, our corporate positioning and strategy is intent on unlocking the “power of sustainability” to drive profitable growth and value creation, rather than simply as risks to manage.

There is no such thing as 'business as usual' in our era of climate change, global pandemics, resource scarcity & population growth.

True sustainability requires a new approach to deliver real, long-term results — one grounded in data, scaled up through technology, and tailored with services.

thinkstep-anz

What we do

5



Support leaders who embrace and foster a culture of innovation to create value for clients and shareholders.



Ensure transparency in our own practices and those of our subcontractors and suppliers.



Develop enduring relationships with customers, subcontractors and suppliers.



Act for the climate, preserve natural environments and optimise resources.



Ensure the safety and wellbeing of our employees and those who may be affected by our activities.



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



Invest in the training and development of our employees.



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



Improve opportunities and quality of life for those disadvantaged members of the communities in which we work.

The value we create

Economy



Community



Environment



ECONOMY

1 Leadership & innovation

Support leaders who embrace and foster a culture of innovation to create value for clients and shareholders.



DELIVERING CUSTOMER VALUE

Keep exceeding expectations

Rapid changes in the way New Zealand generates and uses electricity; health, safety & wellbeing of staff and addressing climate change rank as our clients' three top high-level industry priorities.

Addressing climate change and decarbonising the business is an accepted norm across the sectors in which we operate. Our government, energy and infrastructure sector clients are increasingly getting smarter about how they manage and deal with sustainability issues within their own business while seeking credible commitment from service providers and suppliers.

Health, safety & wellbeing of staff and the public is core to our everyday work and remains a pillar of our values and delivery. We have a high ability to influence outcomes: ensuring world-class training and mentoring to develop the next generation of skilled workers and caring for the wellbeing of our staff through our actions, words and policies.

In response to energy generation and uses, and younger generations expecting to change jobs frequently, the ability to **attract and retain the best people** is becoming an increasingly important attribute for operational and performance success – strengthening our bottom line performance, leveraging our customer value and investing in our local communities.

The rapid implementation of renewables, hydrogen, machine learning, automation and other technologies is exponentially transforming the profile of skills across our workforce.

While Omexom performs its core safety and operational delivery functions with a high level of competencies, we recognise the growing longer term concerns of our customers in **preparing for the future of work** in a rapidly-changing industry and landscape. This is an immediate area for increased investment and urgency in terms of Omexom's business impact risks and opportunities.

Within the scope of our rolling three-year Sustainability Programme, we are transforming our business through targetted step-change: **embracing digital transformation** and **developing internal sustainability knowledge and skills** for innovation. We seek opportunities to partner with customers and suppliers around new technology pilot projects, leveraging the latest knowledge from our parent company, VINCI Energies.

Underpinning all these activities, **financial performance** shapes the material breadth and depth of how we deliver value for our customers and community, our people, society and our planet.

ECONOMY

2 Comply with ethical principles

Ensure transparency in our own practices and those of our subcontractors and suppliers.



RESPECT, INTEGRITY, TRANSPARENCY

Omexom employees contribute effectively to integrity and transparency across all levels of its business conduct and practice.

Aligned to parent company VINCI's standards of conduct and expectations, **all Omexom business and stakeholder engagement** is based on the principles of honesty, integrity and transparency.

Omexom's business rules framework is prescribed by VINCI's **Code of Ethics and Conduct** and its **Anti-corruption Code of Conduct**, which details the rules concerning the prevention of all acts of corruption, notably identifying risks in business processes and defining conduct to be avoided.

Specific compulsory training programmes are rolled out across the organisation to educate employees in the prevention and detection of acts of corruption, at the level of their responsibility.

These modules **complement general e-learning training courses** on the VINCI Group platform, such as the *Anti-Corruption – Challenges & Risks, and Conflicts of Interest* courses.

Omexom's managers have a responsibility to ensure these standards are applied within the scope of their business unit's operational conduct and delivery.

These requirements are also made clear to all new employees as part of our formal induction process.

Reciprocal ethical standards of business conduct and transparency are required from all stakeholders in our supply chain.

Subcontractors and suppliers are assessed on their own commitment to respecting human rights and business ethics.

Omexom contracted Employee Assistance Programme Services to manage and monitor its **Whistleblower hotline** in New Zealand as an independent watchdog and arbiter.

Our company whistleblowing portal provides an anonymous avenue for employees and stakeholders to report any inappropriate behaviour in the areas of human rights, business ethics, legal obligations, environmental risks and health and safety.



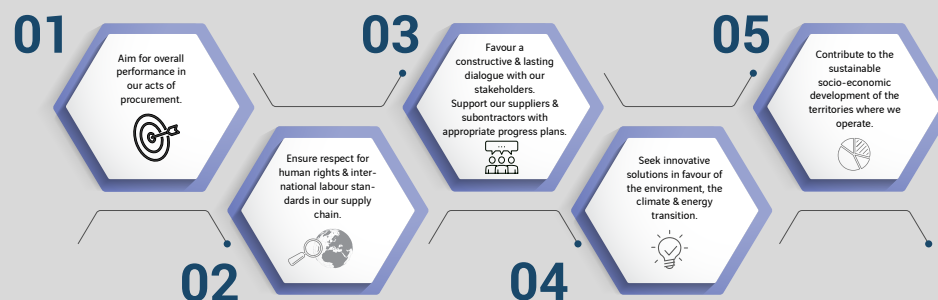
“Sustainable Procurement is procurement whose positive impact on the environment, society and the economy is maximised over the entire life cycle and which aims to minimise any negative impact.”

ISO 20400 Sustainable Procurement definition

Ensure transparency in our own practices and those of our subcontractors and suppliers.

Omexom's approach to the procurement of goods and services:

- » *respects the ethical rules of conduct*
- » *controls the risks which may be linked to a particular product category supply*
- » *verifies supplier references & reputation*
- » *aligns with our parent company VINCI's 5 Sustainable Procurement pillars*



STRONG LEADERSHIP & INTEGRITY

Our procurement rules of conduct provide clear guidance for all Omexom employees who do business with suppliers, service providers and subcontractors.

Our contractual obligations and the selection of suppliers is based on objective, measurable and verifiable criteria, in full compliance with legal and regulatory frameworks internationally and in New Zealand.

At a high level, our procurement activities are aligned to a range of VINCI policies and guidelines which include Anti-Corruption Code of Conduct, Code of Ethics, Human Rights Guide, modern slavery, Health & Safety Declaration and its Environment Declaration – all of which may be found on the VINCI.com website.

In line with our parent company compliance programme, our **Customer & Supplier 3rd Party risk assessment protocols** are ratified at a business unit level; ethical practice and compliance is reinforced through an audit of each business unit's top 10 suppliers and subcontractors at onboarding and renewal. While principally focused on corruption risks, other criteria are also assessed.

With respect to our customers, these criteria include reputation, financial solvency, length of relationship, contractual behaviour, project management or engineering ecosystem.

Our supplier audit will assess capacities, resources, references, certification, quality of service or products, financial standing (including level of dependence on Omexom) and price level.



MODERN SLAVERY

“While there is no formal definition of ‘modern slavery’, ... the exploitative crimes that are commonly taken to comprise modern slavery include forced labour, debt bondage, forced marriage, other slavery and slavery-like practices, and people trafficking.”

Combating Modern Forms of Slavery: Draft Plan of Action against Forced Labour, People Trafficking and Slavery 2020-25; NZ Ministry of Business, Innovation & Employment

International human rights group Walk Free reports more than 40 million people remain enslaved today with two-thirds of all people in modern slavery living in the Asia/Pacific region.

While numerous nations around the world have Modern Slavery laws in place, New Zealand currently has no legislation that specifically addresses business and public sector supply chain accountability and transparency in relation to forced labour, people trafficking and slavery-like practices.

Omexom is one of many companies across New Zealand that have policies and practices in place to actively appraise and mitigate any real or potential risks to the use of modern slavery in the supply of goods and materials in our procurement chain.

TARGETING ETHICAL VALUE

Tackling modern slavery requires everyone who works in procurement to be aware of the risk areas and where it is most likely to occur.

Our procurement response

Omexom is committed to advancing social, environmental and ethical responsibility beyond our own operations to our supply chain. Our procurement ethos is one of respectful partnerships with our customers, goods & services suppliers and subcontractors, governed by transparent rules of engagement.

Within our own business operations, Omexom identifies high risk areas and deliver targeted training for staff responsible for procurement activities and relationships.

Our Code of Conduct agreement sets out our rules of engagement, including a disclosure clause with respect to identifying and mitigating Modern Slavery risks across our supplier and subcontractor operations and procurement chain.

As critical contributors to the legitimacy of our sustainability practice and value chain, our **Supplier Code of Conduct agreement** governs our third party relationships. Its intent is to demonstrate our ability to act as an economically responsible player that takes into account social and environmental issues.

As made explicit in the agreement, procurement partners have an assurance of reciprocity: across our business and operational transactions, we hold ourselves accountable to the same standards and behaviours as defined in our Code of Conduct.

What we expect of our subcontractors and suppliers

As a prerequisite of contract for supply with Omexom, and in addition to any existing legal agreement or contract a company may have with us, the Supplier Code of Conduct agreement covers a range of labour, HSE, ethical and human rights laws and regulations.

As a signatory to the agreement, our suppliers and subcontractors affirm their business conduct aligns to an explicit set of minimum standards with respect to their own operation and supply chain. By its nature, the Code of Conduct agreement is an evolving process which encourages suppliers' disclosure of a particular area where accountabilities may not be clear with respect to its own supply chain.

In such instances, Omexom reserves the right to establish clear continuous improvement goals with respect to either the company's management process or its operations within an agreed time period to ensure the principles set out in the code have been met.

The Subcontractor and supplier module in our information management system serves as the reporting, review and audit repository of our Code of Conduct agreements and 3rd party risk profiles. Under terms, periodic site and facility audits fall within our ongoing compliance review and monitoring arrangement.



ECONOMY

3 Partnering for success

Develop enduring relationships with customers, subcontractors and suppliers.



73.5%

customer
confidence index

36 of 49 key customers interviewed rated Omexom between 8-10 in our ability to meet their current and future needs.



We met with **49**

Tier 1 to 3 stakeholders from among our 10 key client organisations in face-to-face interviews as part of our 2-yearly Customer Review.

STRONG CLIENT RELATIONSHIPS

Successful long-term client relationships are central to our continuing growth and sustainable financial performance.

In addition to our ongoing day-to-day operational interactions, every two years we undertake a **Customer Review with key clients** across the sectors and industries in which we operate.

This formal review approach provides opportunity for both Omexom and our customers to engage on a range of performance related topics. A one-on-one interview format allows for comment clarification, probing, and meaningful conversations.

We use this process to gather specific and detailed information to better understand and measure customer expectations and perceptions which may be missed in everyday operational engagement. This information is also useful in flushing out a performance issue disconnect between our client and operational teams.

Qualitatively different from the cut and thrust of daily operational communication, the structured enquiry process invites cathartic discussion which often transforms relationships and understandings between parties as a result.

In the data analysis, feedback is translated into a customised action-plan tailoring improvements to meet each contact's specific concerns. These plans are based on proven, trackable metrics reflecting customer confidence, qualitative analysis and commentary.

Our senior leadership team use the individual, group and overall results to inform and shape our annual national and sector strategic business plans to identify opportunities and threats, and strengthen our customer relationships.

Senior managers work with their respective business unit leaders to identify underlying factors which may be impacting the relationship. Corrective actions are raised in an improvement plan and developed in conjunction with our clients, ensuring that all partners in the relationship have ownership of the outcome.

Key findings and messages are shared with our Board, customers and staff. Endorsements of Omexom's performance and people in our 2021 **Customer Survey** included:

- » Understand our customer needs & strategies
- » HSE performance is of high standard
- » Sound, high quality work & maintenance performance
- » Deliver on schedule & commitments in project management
- » Easy to work with
- » Provide open and honest communication



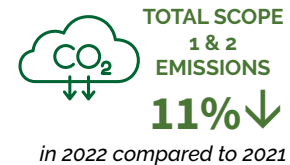
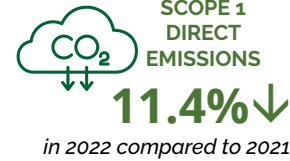
ENVIRONMENT

4 Promote green growth

Act for the Climate

Preserve natural environments

Optimise resources



ACT FOR THE CLIMATE by reducing the direct and indirect emissions of our supply chain

Addressing climate change and decarbonising the business

We continue to reduce carbon emissions and improve energy performance through core practices, innovation and feasibility trials.

Early Contractor Engagement

A number of opportunities to lower direct and indirect carbon impacts through innovation are underway across our business, and include carbon offsetting procurement proposals, distributed materials storage, green purge options for natural gas, polyethylene pipe recycling and offsite prefabricated modular manufacture.

Vehicle fleet

To date, 8.9% of our on-road fleet is hybrid or fully electric, with plans to increase that number in 2023. One fully electric Ford Transit van is in operational use, while a number of light vehicles are being transitioned to hybrid, as vehicles reach end of life-cycle, and pending availability from suppliers and sufficient number of local charging stations.

Clean energy supply & power saving

All direct business use electricity supply is procured from gentailers with robust reporting on generation and renewable resource portfolios.

Initiatives to reduce our energy use across our business include the use of motion detectors and daylight harvesting to power lighting. Our largest premises at William Pickering Drive, Auckland has now switched all lighting to LED bulbs, resulting in significant savings and reduction in emissions.

Landfill and recycling

We have taken advantage of opportunities to reduce office and depot generated waste sent to landfill by introducing behavioural change through employee education and separation of waste collection and recycling stations. Solutions for wood, metal, cardboard, porcelain and high voltage batteries, concrete, landfill and safety hats are now available.

So far, 32% of waste from Omexom premises is now recycled with a reduction in waste going to landfill by of 23% in the year from 2021 to 2022.



PRESERVE NATURAL ENVIRONMENTS by eliminating incidents, minimising loss of biodiversity while optimising water consumption.



ENERGY USE
5%
DECREASE
from 2021 to 2022



DIESEL FUEL USE
10%
DECREASE or
192,639 litres
from 2021 to 2022

Robust Environmental Management, Monitoring & Reporting

We continue to review and strengthen our assurance plans for monitoring environmental indicators across our business. Validation of environmental Scope 1 & 2 emissions is completed on a quarterly basis.

Project resource consent requirements for monitoring fall within the scope of our tracking & reporting regime.

In addition, we monitor and report on:

- » fuel usage (petrol vs diesel),
- » utilities (power & water) consumption,
- » waste generation (hazardous vs non-hazardous, landfill vs recycled), and
- » air travel mileage (national, trans-Tasman, international).

Developing internal sustainability knowledge & skills

Across the wider business, the first of a series of environmental awareness e-learning training modules has been successfully rolled out to all our employees.

- Climate Fresk
- Green IT Passport
- Environmental Ambition
- Environmental Commitment Training
- Environmental Day

GREENHOUSE GAS EMISSIONS [GHG]

32%
WASTE RECYCLED
in 2022

23%
WASTE TO LANDFILL REDUCED
from 2021 to 2022

OPTIMISE RESOURCES to better manage waste reduction, promote the use of recycled materials & low-resource building techniques and material

Embracing digital transformation

We continue to focus on improving opportunities to reduce, reuse, recycle across our operational activities. We have seen gains in reducing paper use through the deployment of Follow-Me printing in all sites and offices.

Reporting automation is a high priority, particularly with respect to HSE Sustainability dashboards.

Technology in the field

We are currently trialling mobility-friendly apps for field-based staff (i.e., QA audits & electrical inspection).

Preparing for a renewable energy future

To facilitate its commitment to reduce its Scope 1 and Scope 2 greenhouse gases by 40% (compared to its 2018 levels), our parent company VINCI has an accelerated investment plan across its global operations through such actions as:

- » fast-track replacement of light and utility vehicle fleets by electric or less carbon-intensive vehicles,
- » proportional replacement of site machinery fleet with hybrid options,
- » promotion of eco-driving practices and the installation of continuous consumption-tracking sensors,
- » high energy and environmental performance across all worksite facilities through green building retrofitting, LED re-lamping & temperature regulation.
- » Installation of LEDs in a key site (office and warehouse) that resulted in savings of 81 tonnes of CO² over the lifetime of project

Going forward, Omexom will be strategically aligned to this investment. We will determine a deliberate transition path to the procurement of a low emission fleet that meets the Government's Clean Car Standard.

THE GROUP'S ENVIRONMENTAL AMBITION

Responding to the climate emergency, VINCI is acting faster to reduce its impact, transform its businesses and create innovative solutions as part of its ambitious new commitments.

This ambition concerns all levels in the Group and involves employees, clients, users and suppliers. Partnerships are developed with external stakeholders in this same aim.

In early 2020, VINCI recast its 2030 environmental ambition by pledging to develop solutions that contribute to improving the living environment and mobility, while managing and reducing the direct impact of its businesses. These goals cover three areas: climate change, the circular economy and natural environments.

VINCI aims to reduce its impact on natural environments by aligning its businesses to long-term ecological challenges.

VINCI continues its research, development and foresight analysis on its path towards achieving carbon neutrality and net zero greenhouse gas emissions by 2050. Currently, many of its businesses are developing comprehensive ecological engineering solutions to improve better outcomes for natural environments.

In response to the growing scarcity of natural resources – some of which are essential for its businesses to operate – VINCI is committed to limiting the footprint of its businesses by integrating them into the circular economy.

To achieve this target, the Group is improving its design and production processes, reducing the extraction of virgin raw materials and promoting reuse and more efficient techniques and behaviour.

Working to enhance sourcing processes at sector level naturally fits with improving waste management, as globally, Group companies operate in industries that are among the biggest waste producers.

VINCI will also advance the circular economy by developing innovative solutions, in particular producing recycled materials and recycling its own waste and waste generated by its users.



VINCI 2030 COMMITMENTS

ACT FOR THE CLIMATE

- » Reduce its direct greenhouse gas emissions (Scopes 1 and 2) by 40% by 2030 compared with 2018 levels
- » Reduce its indirect emissions (upstream and downstream Scope 3 emissions) by 20% by 2030 compared to 2019 by taking action across the supply chain
- » Adapt structures and activities to improve their climate change impacts

PRESERVING THE NATURAL ENVIRONMENT

- » Prevent pollution & incidents by systematically implementing an environmental management plan across all business lines
- » Optimise water consumption, especially in areas of water stress
- » Aim to achieve no net loss of biodiversity

OPTIMISING RESOURCES

- » Improve sorting to ensure systematic waste recovery
- » Promote construction techniques & materials that use fewer natural resources
- » Limit the extraction of primary raw materials in favour of recycled materials



COMMUNITY

5 Home without harm

Ensure the safety and wellbeing of our employees and those who may be affected by our activities.

Home without harm. Everyone, everyday



HEALTH AND SAFETY IN OUR HANDS

We bring our experience and technical expertise along with our commitment to safety, quality and the environment to every aspect of our business.

Working closely with clients, subcontractors, suppliers and communities, the safety and wellbeing of our employees and all those who may be affected by our activities is a responsibility we take seriously.

Our integrated management system approach to Health & Safety, Environment and Quality encompasses leadership, education and awareness, growing capability, personal commitments, working together and always supporting each other.

In addition to maintaining certification to internationally recognised AS/NZS ISO standards, we consistently achieve tertiary (top) level member status of the NZ Accident Compensation Corporation's (ACC) Partnership Programme.





PRIORITISING THE WELLBEING OF STAFF

A 3-year holistic risk-based strategy, our Health, Safety & Wellbeing programme comprises a range of initiatives across five key areas: physical health, mental health, work safe critical risks, training and reward.

The advent of a global pandemic has prioritised the importance of physical and mental health.

We see a significant culture shift in staff taking personal responsibility for their own health and wellbeing as they engage more proactively with health checks and wellness initiatives, provide feedback and offer suggestions on topics they'd like to see included.

Success of our 3-year programme will be measured through future wellbeing surveys, Clearhead EAP (counselling services), data analysis and work-related injury claims.



HEALTH CHECKS

A review of our **health monitoring** practices led to improving the visibility of work-related risk exposures which may impact health.

A range of targeted health education and health checks complement our 2-yearly voluntary comprehensive health checks.

- Flu vaccinations
- 62 free skin checks in 2022
- Annual bowel cancer screening offers



MENTAL HEALTH

Our Health, Safety & Wellbeing Programme comprises initiatives which address a range of physical and mental health risks which may affect our employees' work and home life.

Omexom subscribes to the NZ Mental Health Foundation's annual campaigns. As with any

Home without harm. Everyone, everyday

national workplace promotional activity, we adapt and use the messaging and resources in a context meaningful and relevant to our operational workplace culture.

Since 2019, through their own behaviours and attitudes, our leadership team has made a consistent effort to normalise mental health conversations in our offices and depots.

As a consequence, we have seen a marked behavioural step-change in mental health discussions and a willingness to seek support and help when difficulties arise.



CRITICAL HSE RISKS

Keeping the workplace safe and free from serious incidents begins with identifying hazards and risks.

Omexom's critical risks comprise 8 identified work activities that carry the greatest potential to cause serious harm resulting in either permanent disability or death.

Our H&S approach addresses key critical risks through effective and fit-for-purpose controls to keep our people safe from serious harm incidents and comply with our legal and due diligence obligations.



TRAINING

Overall, our Health, Safety & Wellbeing programme outcomes are focussed on ensuring staff are mentally and physically fit for work, continue to grow competencies in HSE tasks and are engaged in the programme's participative activities and training.

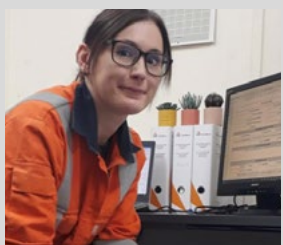


Home without harm. Everyone, everyday



HEALTH MONITORING

- 62 skin checks
- Flu vaccination for staff and families
- Bowel & prostate cancer screening & awareness education
- Fatigue management and awareness
- Free medical insurance for staff and families
- In-house fitness
- Voluntary health checks [every two years]



STAFF WELLBEING MONITORING

- Clearhead [EAP] Counselling Services
- Reactive Crew PTSD-Risk Support Network



MENTAL HEALTH: BUILDING A STRONG & SAFE WORKPLACE CULTURE



Our mental health programme purposefully aligns our initiatives to practically interpret and reflect our values on leadership, teamwork, achievement and encouragement. This approach provides consistent messaging across multiple initiatives; each shaped to influence and build a strong, positive workplace culture.



MENTAL HEALTH REFRESHED

In 2022, the Wellbeing Committee refreshed the way Omexom approaches mental health resilience by combining The 5 Ways to Wellbeing with the 4 dimensions of Te Whāriki Māori. Te Whāriki Māori provides a perspective on health. Omexom uses both tools to help find balance, build resilience and strengthen mental health and well being.

During 2022, a Children's drawing competition ran for five months, using the 5 Ways to Wellbeing to create themes. Each month of the year was given a theme with prizes awarded for the best three each month. This competition was open to employees' children and/or grandchildren.

A centralised HSE hub was introduced to facilitate better communications across the business to keep employees informed on what's happening in the Health and Wellbeing areas.

Trauma Risk Support

In their duties, our frontline reactive network crews are present at many major traffic incidents, where they can witness often confronting and distressing scenes. Our reactive crew support network supports these staff in monitoring their mental health and managing any post-traumatic stress.

Crews are assessed on trauma and educated on signs of post-traumatic stress across the psychological stages. Support is offered during and post response, and ongoing periodic group support is closely monitored.

November

November is an annual event involving the growing of moustaches during the month of November to raise awareness of men's health, both physical and mental. Omexom staff were supportive and enthusiastic in their participation.

Fitness Challenge

The mission of the Fitness Challenge was for employees to sit less and move more. To incentivise the challenge, prizes were awarded in individual and team categories for walking, running, cycling and a combo of the three activities.





COMMUNITY

6 Foster equality & diversity

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



81%

staff satisfaction score

51 % of our 1,100+ staff completed our 2022 staff satisfaction survey.

NET PROMOTER SCORE*

7%

as of 2022



51%

of our employees were born outside of NZ

In 20 years, this % has more than quadrupled.



ENRICHING OUR COMPANY CULTURE

Working in skilled resource-constrained energy and infrastructure sectors, we do not take our ability to attract and retain a highly skilled and loyal employees for granted.

We work proactively to strengthen our positive work culture and address areas of weakness or ambiguity, recognising that people-centred policies and practice contribute significantly to staff perception and experience of wellbeing and belonging.

INCLUSION: Strength in diversity

Our company is proudly multi-cultural with staff self-identified ethnicities reflecting those of our NZ society, and include: Maori, Pakeha, South African, Filipino, Indian, Pacifica, Fijian and Chinese.

While employees identifying as NZ European and other European comprise the largest grouping (38% & 24% respectively), more than half of our current staff were born outside of New Zealand. By comparison, in 2000, 91% of our workforce was New Zealand-born.

In 2019, we introduced one-day **Diversity training** workshops attended by managers and staff. These interactive workshops focus on:

- » the impact of stereotyping and how to stop it,
- » an appreciation of diversity,
- » personal experiences of prejudice among participants,
- » having pride in ourselves and others,
- » building unity as employees of Omexom and as people living in New Zealand.

Spanning five modules over five months, the **Te Kaa** course saw our Senior Management Team dive into Te Reo, understanding Māori concepts and values, and perform an in-depth study of the Treaty of Waitangi. This growth in knowledge will benefit Omexom's ongoing diversity journey, to strengthen openness, manage positive change and foster innovation.



As part of our journey exploring and acknowledging Maori culture and contributions to New Zealand society, we also incorporated approved Maori graphics into our documents, media and communications.

*NPS is a customer satisfaction metric used across most industries, measuring loyalty to a company. A score above 0 is considered positive.

Best-in-class employer

Staff perception, belief and experience of a company culture directly influences its marketplace reputation and brand. Strong loyalty to the company 'badge' can be a powerful leverage in attracting and retaining high performing employees.



51%
2022 staff
survey
participation

2022 STAFF SATISFACTION SURVEY RESULTS

JOB SATISFACTION
79.1%

staff survey participants strongly agree they are satisfied with their job overall.



LEADERSHIP
89.5%

of staff survey participants strongly agree their manager behaves in a way consistent to the values of Omexom.

HEALTH & SAFETY
94.1%

of staff survey participants strongly agree Omexom is committed to the safety & wellbeing of its people, and those affected by



92.6%

of staff survey participants strongly agree their team regards health & safety as a first priority.



ATTRACTING AND RETAINING THE BEST PEOPLE

People-centred working environments are respectful of diverse opinions, encourage forward-thinking and provide opportunities and avenues for professional growth.

A range of business-led development programmes identify and invest in our future leaders, developing both personal and work skills.

Career development & mentoring excellence

Spanning 20 years, the Employee Development Programme (EDP) identifies future leaders with talent and management potential. Over five months, participants from across our business are coached by internal facilitators and external specialist consultants. Each completes a personal leadership challenge and work in teams on a Harvard Business case. These potential leaders are managed in our **succession planning** software which formally tracks career progression through personal development plans and grading. Over 100 current employees have been through the EDP.

In **developing internal sustainability knowledge and skill**, managers leverage VINCI's operating philosophy, systems, methodology and culture through mandated e-learning competency training modules. These learnings are consolidated and more fully discussed during a **four-day training programme for Business Unit Managers**. Led by VINCI representatives from France, participants come together from across the Oceania region.

Women in Trades

Omexom has supported and participated in the **Women in Trades** expo held around the country. In addition to a stand, Omexom placed several heavy equipment, such as elevated work platforms and trucks, outside the venue so young women can get hands-on exposure to typical activities engaged by our female field staff.

Industry research, innovation and education

Omexom has been involved in the establishment and continued success of the **Power Engineering Excellence Trust (PEET)**, in partnership with the University of Canterbury, since its inception in 2002.

The University's Electric Power Engineering Centre [EPECentre] is the country's leading research centre for electric power and clean energy innovation, bringing together industry, researchers, academia and students. Omexom remains an active PEET member, contributing financially to the centre's R&D and educational activities.

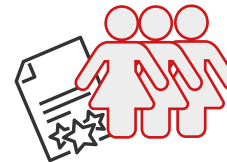




16%
of employees
are female



14%
women in
management
& people
leader roles



FEMALE APPRENTICES

9% of total
apprentices

FAIRNESS & RESPECT

Strengthening gender diversity and equality is critical to the success of our business. Traditionally the sectors in which we operate in New Zealand have been – and still remain – largely male-dominated operational work environments.

Our parent company VINCI has implemented its **gender equality index methodology internationally** to provide a common tool for assessing equal pay and potential for development.

Our **commitment to promoting gender balance** is strengthening, particularly in management and supervisory roles. The ratio of women managers and people leaders across our New Zealand business has increased to 14%.

While we are realistic about the challenges we face in closing the gap in gender disparity across our operational business, we are working proactively to build an inclusive culture which supports our female staff to thrive and achieve their career goals with us.

Designed to strengthen and maximise the potential of women within our business, and as a practical means to driving a high-performance culture through creative learning and knowledge sharing, we currently have 23 paired participants in our **inaugural female mentoring programme**.

As we develop their talent, leadership and career ambitions, we have found the programme is raising our recruitment profile among the wider social, community and family networks of our female staff.

We also **partner with New Zealand's Infrastructure industry training organisation, Connexis** – appointed by government to set training standards for the civil, energy, telecommunications and water sectors. Connexis was also a partner in our very first **Women in Power** conference where female staff from the New Zealand power industry came together in solidarity and networked.

Connexis' mandate is to build and upskill New Zealand's Infrastructure workforce. Female field staff have served as **Ultimit Women ambassadors** to encourage young women to join the Power industry. These women then formed the first ever all women team that took second place at the 2022 Connexis Line Mechanic & Cable Joiner Competition.

Word-of-mouth recommendations is proving an effective avenue in attracting and retaining an increasing number of young women to our business who may not have previously considered an apprenticeship in the energy and infrastructure sector as a viable career path.



COMMUNITY

7 Promote sustainable careers

Invest in the training and development of our employees.



TOTAL NO. OF APPRENTICESHIPS

58



68

TOTAL NO. OF NZQA QUALIFICATIONS (LEVEL 2 to 5) ACHIEVED



9%
OF TRAINEES ARE FEMALE

INVESTING IN OUR PEOPLE

In 2022, we celebrated long service milestones with 41 of our staff ranging from 10 to 25 years as part of the Omexom family and made positive advances in welcoming and retaining more women in our business, particularly across technical and field-based roles.

We have several training and development pathways to secure and develop our existing and new graduate/apprentice talent across our business sectors: distribution, transmission, gas, commercial, industrial and transport.

Being ready for the future of work

VINCI Graduate programme: Engineering graduates are employed on a fixed term two-year structured programme. The graduates are employed directly by our business units, providing opportunity for well-rounded skills development and experience across different aspects of their chosen industry sector.

Trades development & training: As more young women choose careers in our industry, we are increasingly attracting a greater number of female apprentices in our annual intake; a number of whom have joined us through word of mouth recommendation from our current female trainees.

In 2020, 20% of the 28 new apprentices we welcomed into our business identified as female.

We work closely with a range of sector industry training organisations in the training and development of our trades field staff - pre and post qualification (Levels 2-4). Currently Omexom employs 56 apprentices at varying stages of their qualification.



COMMUNITY

8 Share the benefits of our performance

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



41
FORMAL
RECOGNITION
AWARDS
in 2022



39
LONG SERVICE
AWARDS
for 10 years
in 2022



7
FIRE & EMERGENCY
STAFF VOLUNTEERS
across the country

Other staff benefits available:

- Vehicle purchase corporate discounts
- Flexible working hours
- Flexible locations for working
- Flexible working arrangements
- Working from home
- Compressed work weeks
- Split shifts
- Staff referral bonus
- Financial seminars
- Home mortgage corporate discount
- Team building

STAFF BENEFITS

Omexom is committed to providing employees with a range of benefits and opportunities to share in the economic success of the company locally and internationally.

After six months continuous service, all permanent employees can participate in VINCI's **group saving and share ownership scheme**, thanks to being part of the global VINCI network.

Belonging to the VINCI group also offers staff across its global operations **opportunities in career mobility**. As part of the annual career objective setting process, a staff member can express interest in working at a VINCI business internationally to further their career path.

The company provides a **fully funded health insurance plan** to eligible employees, their spouse/partner and dependent children.

Long service recognition reward staff loyalty and contribution to Omexom. When an employee reaches their 10 year continuous service anniversary, they receive a non-taxable payment recognising their service to the company, along with long service leave days.

Staff have access to a **free, independent and confidential counselling service** to help them deal with personal and work issues that may affect their ability to do their job and/or work safely. Employees may self-refer and include live-in family members if this participation will support their own health and wellbeing.

Specific operational staff are on a standby roster, as many of our customers require continuous 24/7 services. When on standby, such employees are required to be readily contactable and fit for work outside of normal hours of work and will be paid a prescribed **standby allowance**.

When staff are required to stay overnight at a location other than their usual place of residence, they are eligible for a **Living Away from Home Allowance** (at the company's discretion).

Staff will have a paid day off on their **birthday** or if not possible, then a day of their choice within the week of their birthday.

As a **Proud Employer of Fire and Emergency volunteers**, Omexom grants staff volunteers paid time off to train or attend emergency call outs, supporting the vital role emergency volunteers play in keeping our communities safe.



COMMUNITY

9 Strengthen local communities

Improve opportunities and quality of life for those disadvantaged members of communities in which we work.



employees regularly volunteer their time to get involved in a variety of sports, cultural and nutritional activities throughout the year.

We continue to sponsor a number of charitable organisations supporting the vulnerable in our communities.

TE WHANGAI TRUST

PUKEKOHE CHARITY TRUST

VODAFONE DIGITAL EQUITY

CMA FOR SENIORS

RONALD MCDONALD HOUSE CHARITY

TE WHARE KOKONGA

One of 10 VINCI foundation and endowment funds, Omexom is a principal member of the **VINCI NZ Foundation** offering financial aid for registered charitable and community projects.

In New Zealand, the VINCI NZ Foundation Board of Trustees was set up in June 2021. The trustees select projects nominated by Omexom employees alongside submissions from NGOs and charitable organisations involved in the following areas of social and professional integration:

- » Access to employment: support stakeholders that work to improve access to employment and training.
- » Action in priority neighbourhoods: provide support to structures that foster communication and broaden horizons in priority neighbourhoods.
- » Inclusive mobility: support initiatives that foster the mobility of groups facing social or professional exclusion.
- » Integration through housing: encourage stakeholders that enable vulnerable people to obtain and stay in housing.

MAKING A POSITIVE IMPACT

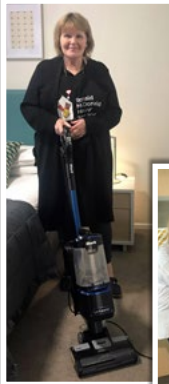
Engaging with our communities

In response to the evident increase of financial hardship brought about by the impact of Covid-19, the Omexom Board approved an increase in our CSR budget to provide additional assistance to those most in need.

As a result, we have been able to increase our larger financial and practical support to our **partnered low decile school communities** and chosen charities.

Our partnership with primary schools Panama Road and One-poto in Auckland, Fairfield in Hamilton, Takaro in Palmerston North, Halfway Bush in Dunedin and New River in Invercargill is particularly valued by local staff.

As well as supplying school uniforms and the sponsorship of prizegiving awards and Christmas shows at all six schools,



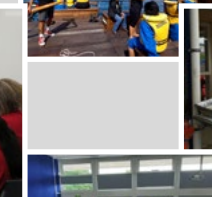
COMMUNITY OUTREACH

- CMA (Christmas / Morning Activities) for Seniors
- Ronald McDonald House Children's Charity
- Te Whangai Trust
- Te Whare Kokonga
- Pukekohe Charity Trust
 - Warm Hearts for Winter
 - Christmas hamper delivery



SCHOOL PARTNERSHIPS

- Athletics days
- Educational school trips
- Annual prizegiving achievement awards, e.g. best improved
- Vodafone digital equity programme
- Christmas BBQs & activities
- Easter activities



6

partnerships
with low
decile schools
in our local
communities



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