

The Omexom logo is displayed in a blue, sans-serif font. The background of the entire page is a photograph of a worker in safety gear (hard hat, sunglasses, orange high-visibility jacket, and yellow boots) climbing a tall, grey metal structure, likely a power line tower. A large, dark blue, semi-transparent graphic element is overlaid on the left side of the image, containing the company's name and tagline.

OMEXOM

**Omexom**

PRIDE · PERFORMANCE · VALUE

*Tū tangata · Te pai o ngā mahi · Te uara*

The Vinci Energies logo features the word "VINCI" in a bold, white, sans-serif font, with "ENERGIES" in a smaller font below it. To the right of the text is a red logo consisting of four interconnected squares forming a larger square shape.

VINCI  
ENERGIES





# CONTENTS

Who We Are .....	04
What We Stand For .....	10
Safety In Our Hands .....	12
Our Operating Environment .....	14
Our Sustainability Commitments .....	16
Our Market Sectors .....	20
Our Services & Capability .....	22
Our People & Workplace Culture .....	24
Ready For The Future Of Work .....	26
Strengthening Local Communities .....	28



WHO WE ARE

A proudly New Zealand company, Omexom is a leading provider of construction, operations, maintenance and upgrade services to asset owners in the energy, infrastructure, industrial and property sectors.

## GLOBAL REACH, HOME GROWN EXPERTISE

**Pride, Performance and Value**  
represents the essence of our culture  
and the foundations of our business.

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● **Tū tangata - Pride**

Self-satisfaction from a job well done;  
respecting our heritage; building a legacy;  
and maintaining our client's reputation.

● **Te pai o ngā mahi - Performance**

Customers first; stretching ourselves;  
and personal responsibility.

● **Te uara - Value**

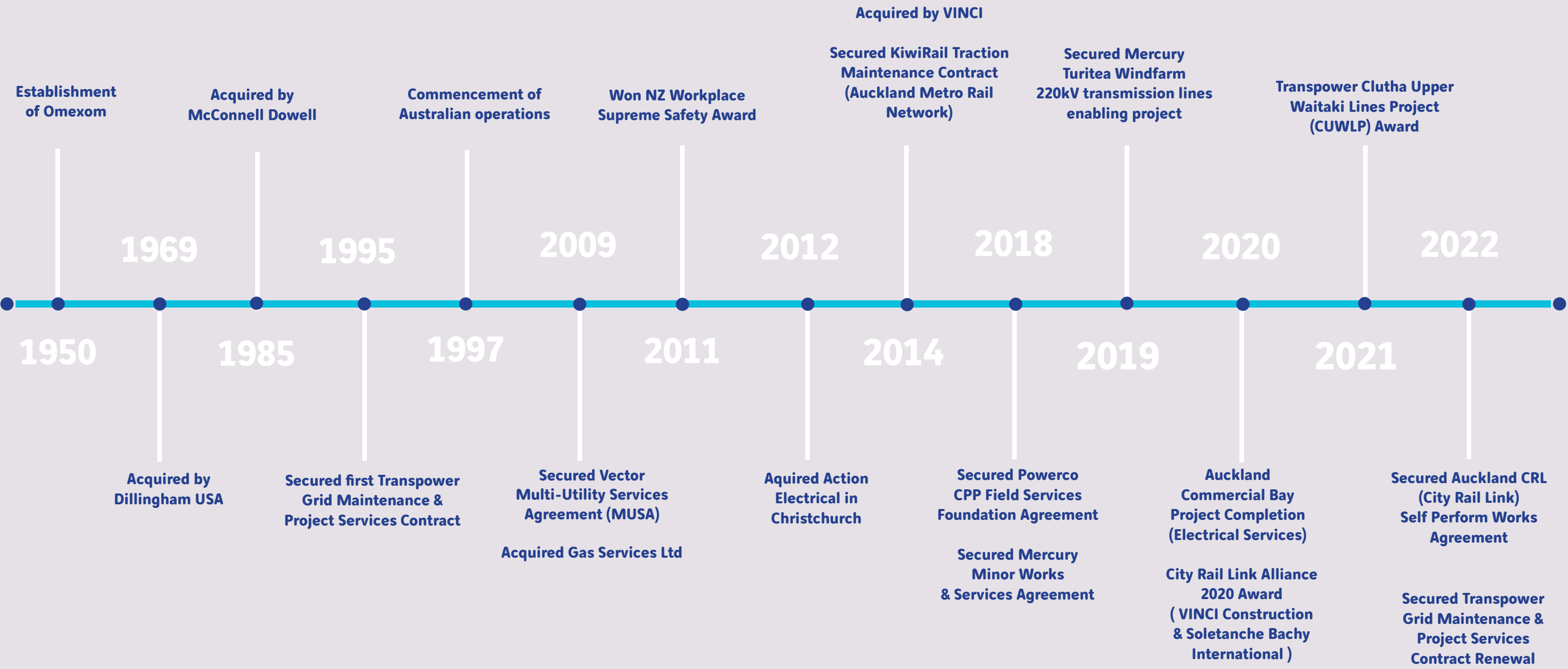
Making us a better company; growing  
our capability; and improving our service  
delivery.

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# HISTORY & MILESTONES



# OUR GLOBAL PRESENCE

Our French parent company VINCI Energies has a strong focus on networks, performance, energy efficiency and data to fast-track the adoption of new technologies, supporting digital transformation and energy transition.



## VINCI ENERGIES WORLDWIDE BRANDS

VINCI Energies is a global leader in energy and information technology through its four brands:



OMEXOM



AXIANS



CITEOS



ACTEMIUM

# OUR PARENT COMPANY

Omexom is owned by VINCI, a French-based international construction and concessions company.

COUNTRIES	
120	
BUSINESS UNITS	
3,200	
SITES PER YEAR	
270,000	
EMPLOYEES	
218,000	
IN REVENUE	
€50 billion	
NET INCOME	
€1.2 billion	
STOCK MARKET VALUE	
€51 billion	



## OUR VISION

Our Omexom brand is what we believe in and who we are as a company as we live up to our values and deliver what we promise; to be the provider of choice in delivering sustainable solutions for our customers and infrastructure communities.

## OUR PURPOSE

Empowered employees whose pride in our work creates value for our customers, stakeholders and the wider community through our high performance culture.

## Our Values

### **Mahi Tahi - Teamwork**

Watching out for each other with unity of purpose through openness and trust to achieve our goals.

### **Whakatitina - Encouragement**

Building strong teams by developing and retaining motivated people who are supported, mentored and rewarded.

### **Kia tutuki ngā mahi - Achievement**

Exceeding expectations through innovation and continuous improvement; together enhancing the customer experience.

### **Te hautū tira - Leadership**

Setting clear expectations and vision; establishing standards and modelling positive behaviours to empower people and instill pride.







## SAFETY IN OUR HANDS

**Health, safety and wellbeing of staff and the public is central to our everyday work, values, operations and delivery.**

We have a high ability to influence outcomes: ensuring world-class training and mentoring to develop the next generation of skilled workers. We care about the wellbeing of our staff through our actions, words and policies.

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

Our integrated management system approach to Health and Safety, Environment and Quality encompasses leadership, education and awareness, growing capability and personal commitment. This structured approach to service delivery ensures safe, consistent and high quality outcomes for our customer.



### SAFETY & HEALTH

AS/NZS

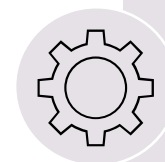
**ISO 45001**



### ENVIRONMENT

AS/NZS

**ISO 14001**



### QUALITY

AS/NZS

**ISO 9001**

# HOME WITHOUT HARM, EVERYONE, EVERYDAY

## OUR CORE SAFETY BEHAVIOURS

- PASSIONATE ABOUT ACHIEVING OUR SAFETY VISION
- DEMONSTRATING VISIBLE AND ACTIVE SAFETY LEADERSHIP
- CARING ABOUT ONE ANOTHER'S SAFETY
- SHOWING CONCERN AND SPEAKING UP ABOUT BEING SAFE



## PRIORITISING STAFF WELLBEING

Our health, safety and wellbeing programme purposefully aligns our initiatives to 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.

A rolling 3-year holistic risk-based strategy, the programme focuses on a range of initiatives across four key areas:



**Health Checks**



**Mental Health**



**Critical HSE Risks**



**Training**



# OUR OPERATING ENVIRONMENT



**Our procurement rules of conduct provides 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.

**Our Sustainable approach to the procurement of goods and services aligns with our parent company VINCI's 5 sustainable Procurement Pillars:**

-  Aim for overall performance in our acts of procurement.
-  Ensure respect for human rights and international labour standards in our supply chain.
-  Favour a constructive and lasting dialogue with our stakeholders and support our suppliers and subcontractors with appropriate progress plans.
-  Seek innovative solutions in favour of the environment, the climate and energy transition.
-  Contribute to the sustainable socio-economic development of the territories where we operate.

**Ensure transparency in our own practice and those of our subcontractors and suppliers.**



## Targeting Ethical Value

**As a pre-requisite of contract for supply, our Supplier Code of Conduc Agreement covers a range of labour, HSE and ethical and human rights laws and regulations.**

We hold ourselves accountable to the same standards and behaviours as defined in our Code of Conduct.

## Modern Slavery

Our Code of Conduct Agreement includes a Modern Slavery risk disclosure clause.

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

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

### VINCI Group Governance

At a high level, our procurement activities are aligned to a range of VINCI policies and guidelines listed below.

Click on the links to view:

- 1 **Anti-Corruption Code Of Conduct**
- 2 **Code Of Ethics**
- 3 **Health & Safety Declaration**
- 4 **Human Rights Guide**
- 5 **Environmental Declaration**



# SUSTAINABILITY



**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.**

## OUR SUSTAINABILITY FRAMEWORK

Our Sustainability Programme maps Omexom's material sustainability issues to six United Nations Sustainable Development Goals (SDG), providing a transparent reporting and accountability framework.

Our annual Sustainability Report provides transparency on economic, environmental and community progress against our formal commitments.

## OUR COMMITMENTS

### LEADERSHIP

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

### SYSTEMS

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

### CUSTOMER

Develop enduring relationships with clients, subcontractors and suppliers.

### ENVIRONMENT

Act for the climate; preserve natural environments & optimise resources.

### OUR PEOPLE

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 representative of the wider community.

Invest in the training and development of our employees.

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

### OUR NEIGHBOURHOOD

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

9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION



3 GOOD HEALTH  
AND WELL-BEING



4 QUALITY  
EDUCATION



5 GENDER  
EQUALITY





# GREEN GROWTH

## OUR COMMITMENTS

Act for the climate by reducing the direct and indirect emissions of our supply chain.

### Preserve Natural Environments

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

### Optimise Resources

to better manage waste reduction, promote the use of recycled materials and low-resource building techniques and materials.

**Our parent company VINCI recast its 2030 environmental ambition by pledging solutions that contribute to improving the natural environment, while managing and reducing the direct impact of its businesses' activities globally.**

Aligned across all regions globally, the Group's 2030 commitments focus on three areas: climate change, the natural environment and optimising resources. We formally track and report on Omexom's national footprint in direct greenhouse gas and carbon emissions.

The depth and breadth of Omexom's formal environmental programme initiatives and metrics are published in our annual Sustainability Report.



Carbon reduction, circular economy & environmental initiatives are driven by our staff in day-to-day business activities and engagement with clients, suppliers and communities.

**Click the links to view:**

1

**VINCI GROUP 2030 COMMITMENTS**

2

**KEY ENVIRONMENTAL ACHIEVEMENTS**

3

**ENVIRONMENTAL AWARENESS INITIATIVES**



# OUR MARKET SECTORS

## SECTORS AND INDUSTRIES

We have a proven track record of building successful and long-term relationships with our clients across a range of sectors and industries in New Zealand

### ENERGY

- Power Generation, Transmission, Distribution, Gas

### INDUSTRIAL

- Processing: Hydrocarbons  
Manufacturing: Food & Beverage

### INFRASTRUCTURE

- Mobility: Rail, Public Transport, Roads & Tunnels, Airports & Airways  
Utilities: Water

### PROPERTY

- Building Solutions: Commercial, Education, Health, ICT Data Centres



## OUR ASSET LIFECYCLE SERVICES

We partner with our clients to achieve optimised results using innovative, technically skilled and customer-focused people, backed by best practice systems and processes.

### OPERATIONS & MAINTENANCE

#### O&M management & delivery

Optimising the availability and reliability of our client's assets defines our reputation as a leader in operations, maintenance and outage capability.

Our asset lifecycle maintenance services are aligned and delivered to stringent best practice safety management plans and procedures.

### CONSTRUCTION

#### Greenfield and brownfield construction

Under a range of contract models, we provide project management and operational expertise to deliver greenfield and brownfield projects safely, on time and to cost targets.

### UPGRADES

#### Upgrades and refurbishment

We draw on our comprehensive capital works expertise and experience to deliver asset upgrade and refurbishment projects.



# Our Markets & Services

Our capability extends across multiple markets and services in which we have built a solid reputation based on reliability, consistency, expertise and innovation.

## ENERGY

A leader in HV, LV & Gas services across the energy sector, we deliver value to asset owners and network clients through our technical expertise, innovation & collaborative partnerships.

## INDUSTRIAL

Our electrical services turnkey capability covers all aspects of the production facilities lifecycle, enhancing industrial process performance for our clients.

## INFRASTRUCTURE

Leveraging our expertise in end-to-end HV & LV power system services, we offer a range of integrated asset lifecycle solutions to our infrastructure mobility & utility clients.

## PROPERTY

We offer extensive electrical services capability and experience in a wide range of new property construction and refurbishment projects.



**GENERATION**  
Our Power Generation Capability



**TRANSMISSION**  
Our Transmission Capability



**DISTRIBUTION**  
Our Distribution Capability



**GAS**  
Our Gas Capability



**MANUFACTURING and PROCESSING**  
Our Oil and Gas Capability  
Our Iron and Steel Capability  
Our Paper and Pulp Capability  
Our Food and Beverage Capability  
Our Marine and Automotive Capability  
Our Agribusiness Capability  
Our Pharmaceuticals Capability



**MOBILITY**  
Our Rail Capability  
Our Public Transport Capability  
Our Roads and Tunnels Capability  
Our Airports and Airways Capability



**UTILITIES**  
Our Water and Wastewater Infrastructure Capability



**BUILDING SOLUTIONS**  
Our Commercial and Retail Capability  
Our Education Capability  
Our Health Capability  
Our Sports and Leisure Capability  
Our ICT Data Centre and Network Capability



# BUILDING A STRONG, SAFE WORKPLACE CULTURE

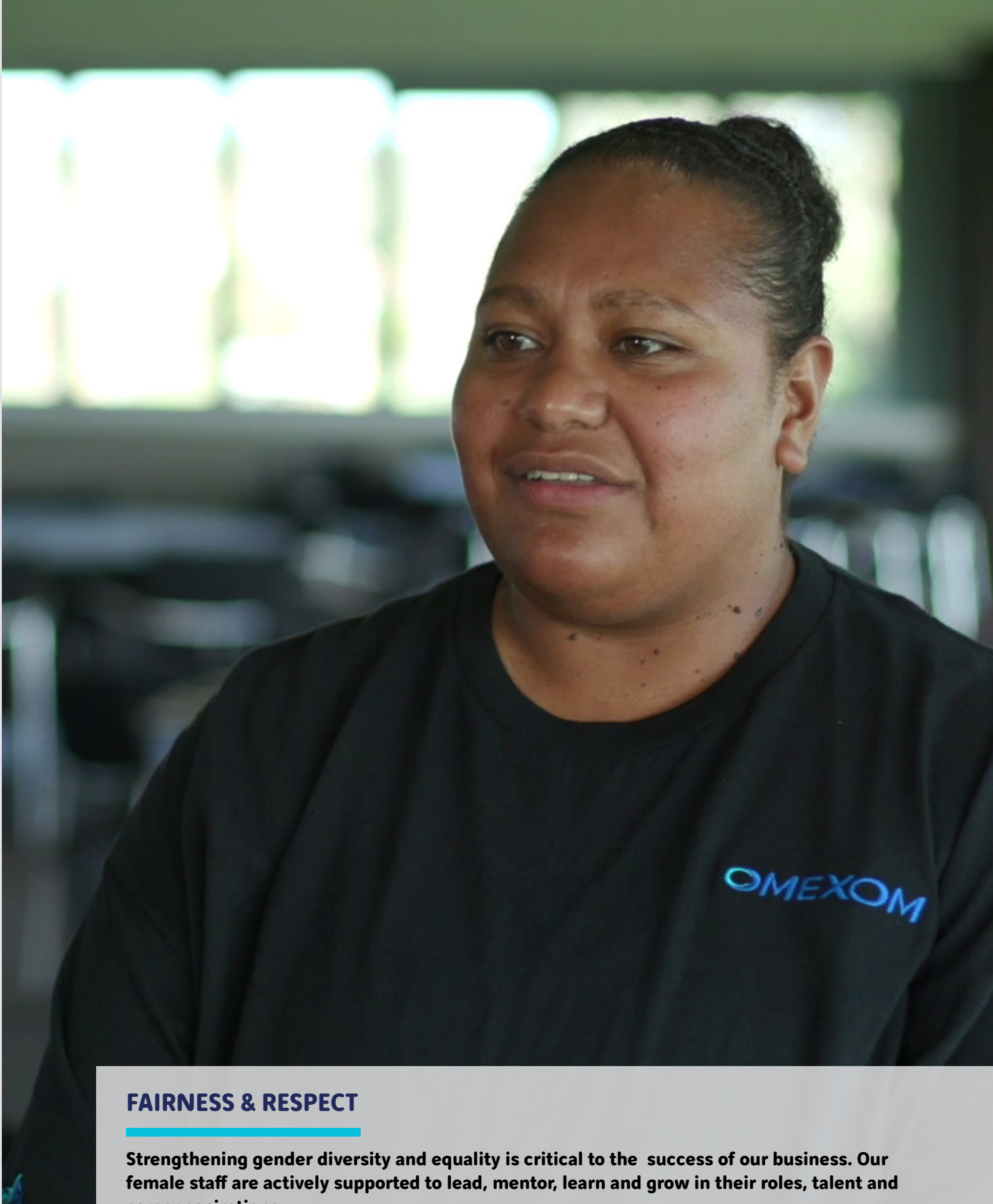
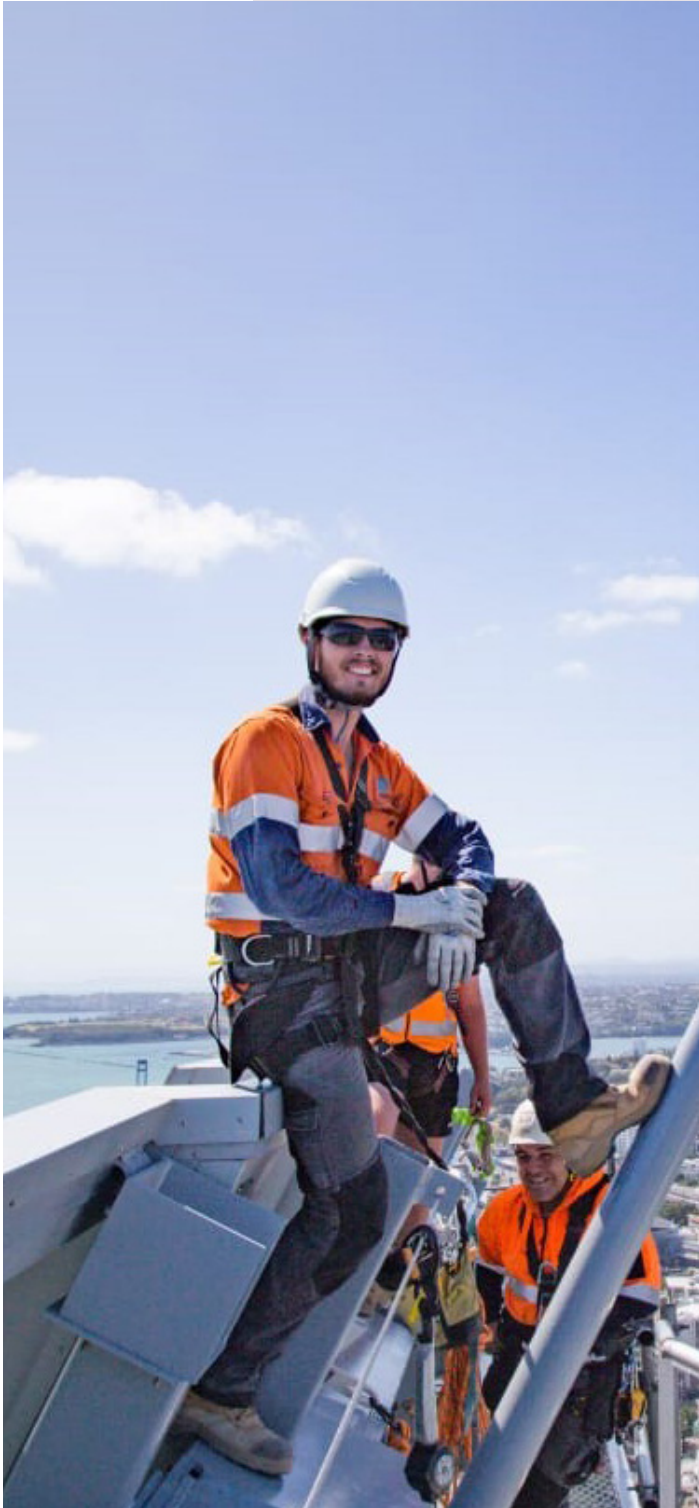
**Omexom is a proudly multi-cultural New Zealand company.**

**Our staff self-identified ethnicities reflect the rich diversity of our society, with almost half of our current employees born outside of New Zealand.**

We are invested in fostering a workplace culture that provides people with meaningful opportunities to build healthy and respectful relationships with colleagues and work mates.

Our wellbeing and workplace culture programmes use technology and interactive workshops as tools to address and educate staff on societal issues such as the impacts of bullying, prejudice and stereotyping.

Omexom principles, values and expected behaviours are powerfully reinforced through workplace role-play scenarios and opportunities for staff to share, listen and discuss challenging topics related to safety, health and wellbeing.



## FAIRNESS & RESPECT

**Strengthening gender diversity and equality is critical to the success of our business. Our female staff are actively supported to lead, mentor, learn and grow in their roles, talent and career aspirations.**

**In recent years, we have made positive advances in welcoming and retaining more women in our business, particularly in technical and field-based roles.**



# READY FOR THE FUTURE OF WORK

**We are preparing our people with skills and knowledge to meet the rapidly-changing demands of our client sectors and markets.**

**Our training and development programmes focus on building an inclusive culture for all our staff to thrive and achieve their career goals with us.**

## SKILLS AND KNOWLEDGE

We have several training and development pathways to secure and develop our existing and new graduate/apprentice talent across our business sectors.

- **Trades Development & Training**
- **VINCI Graduate Programme**

## LEADERSHIP

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

- **Leadership Development Programme**
- **VINCI Business Unit Manager Development**

**Belonging to the VINCI Group offers career mobility opportunities. Seconded to another VINCI business internationally, our staff can further develop their career path experience.**



# INVESTING IN THE TRAINING AND DEVELOPMENT OF OUR EMPLOYEES

## STRENGTH IN DIFFERENCE

Traditionally the New Zealand sectors in which we operate have been, and still remain, largely male-dominated operational work environments.

Our continuing commitment to promoting gender balance has raised our recruitment profile among the wide social, community and family networks of our staff.

Consequently, an increasing number of young women are joining our business, many of whom had not previously considered an apprenticeship in the energy and infrastructure sectors as a viable career path.

Mentoring and industry engagement opportunities provide practical avenues to maximise the potential of women in our business.

**Omexom's ethnicity and gender equality index methodology is used to assess equal pay and potential for development.**





## VINCI NZ FOUNDATION

**One of 15 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 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.

## OUR NEIGHBOURHOOD COMMITMENT

**IMPROVE OPPORTUNITIES AND QUALITY OF LIFE FOR THOSE DISADVANTAGED MEMBERS OF COMMUNITIES IN WHICH WE WORK.**



**Our Corporate Social Responsibility Programme focuses on providing practical and financial support to low decile primary schools and charity initiatives within our local communities.**

## COMMUNITY OUTREACH

Our community outreach initiatives largely support charities that provide services to disadvantaged and vulnerable families and children.

Our involvement with chosen charities mirrors that of our low decile primary school partnerships: corporate financial contributions are supplemented by meaningful practical support from our staff through donations and volunteering their time to support local campaign initiatives.

## SCHOOL PARTNERSHIPS

Throughout the school year, we actively support a wide-range of enrichment programmes and activities, financially and through staff involvement.

Across our offices and depots nationally, staff volunteers enthusiastically offer their time and expertise to teachers and children, supporting local school calendar activities, which include:

- **Cultural & holiday celebrations**
- **Educational school trips**
- **Annual prizegiving achievement awards**
- **Nutritional wellbeing support**





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