

OUR 2024 SUSTAINABILITY COMMITMENTS

GREEN GROWTH
HEALTH SAFETY AND WELLBEING
BENEFITS OF OUR PERFORMANCE

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 takes shape in the broad New Zealand infrastructure sector.

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 and 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



Leadership and innovation

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



Comply with ethical principles

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



Partnering for success

Develop enduring relationships with customers, subcontractors and suppliers.



Promote green growth

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



Home without harm

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



Foster equality and diversity

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



Promote sustainable careers

Invest in the training and development of our employees.



Share the benefits of our performance

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



Strengthen local communities

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 and 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 and wellbeing of staff, and addressing climate change, rank as our clients' three 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 becoming 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 and 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 competency, 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 targeted 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 and Risks*, and *Conflict of Interests*, and human rights courses.

Omexom's managers have a responsibility to ensure these standards are applied within the scope of their business units' 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 has 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.

Employees are encouraged to report any unethical behaviour responsibly. Those disclosing information in good faith, believing it to be true, are protected from disciplinary actions, dismissals, demotions, harassment, or adverse employment changes.



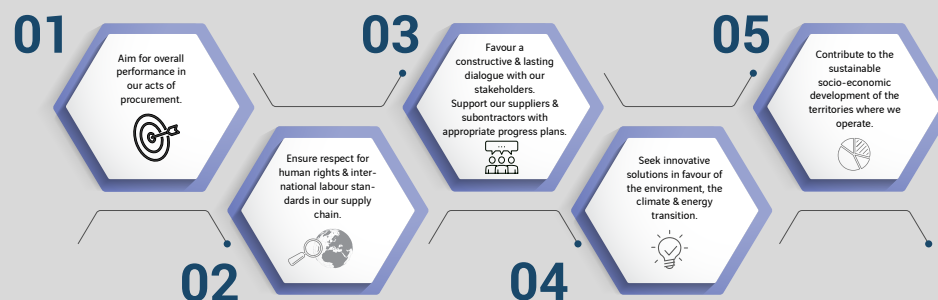
“Sustainable Procurement is procurement whose positive impact on the environment, society and the economy is maximised over the entire life cycle and which aims to minimise any negative impact.”

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 and reputation*
- » *aligns with our parent company VINCI's 5 Sustainable Procurement pillars*



STRONG LEADERSHIP AND 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 and 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 and 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

The New Zealand Government's recent consultation defined modern slavery as: "severe exploitation that a person cannot leave due to threats, violence or deception". It includes "forced labour, debt bondage, forced marriage, slavery, and human trafficking." It also uses a definition of worker exploitation as "non-minor breaches of employment standards in New Zealand".

TARGETING ETHICAL VALUE

Our Procurement Response

Omexom New Zealand 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 and services suppliers and subcontractors, governed by transparent rules of engagement.

Within our own business operations, Omexom identifies high risk areas and delivers targeted training for staff responsible for procurement activities and relationships. Updated purchasing agreements, as well as terms and condition of purchase, include modern slavery requirements.

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 social and environmental issues into account.



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.

Expectations of 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 sub-contractor and supplier module in our information management system serves as the reporting, review and audit repository of our Code of Conduct agreements and third 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.



62%

net promoter score

Sustainability

questions included in biennial customer review process



5% of procurement spend with

Māori and Pacific Islander suppliers

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, we undertake a **Customer Review with key clients** every two years across the sectors and industries in which we operate.

This formal review approach provides the 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 understanding between parties.

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 uses 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 on 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 2023 **Customer Survey** included:

- » **Consistent execution of work**
- » **Good Communication**
- » **Responsiveness**
- » **High quality of work**
- » **Focus on sustainability**

4

ENVIRONMENT

Promote green growth

Act for the Climate

Preserve natural environments

Optimise resources



TOTAL SCOPE 1
and 2
EMISSIONS

5,344

tonnes (CO₂-e) in 2023
compared to 2022



TOTAL SCOPE 1
and 2
EMISSIONS

2%

increase in 2023 compared
to 2022

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

Sustainable Engagement

Omexom New Zealand is taking strides towards a sustainable future through its Supplier Sustainability Engagement Programme. In 2023 Omexom collaborated with our top emitting suppliers to explore innovative approaches and practices that prioritise sustainability and decarbonisation.

The trial aims to assess the feasibility of integrating sustainable practices within the supply chain, fostering a culture of eco-consciousness and ethical sourcing. By engaging suppliers in this trial, Omexom demonstrates its commitment to responsible business practices, striving to create a positive impact on both the industry and the environment.

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

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

Decarbonising vehicle fleet

98% of Omexom's direct carbon dioxide emissions are generated by the fuel used by our fleet. During 2023, Omexom overhauled its fleet strategy to pave the way for electrification and decarbonisation. The opportunity to transition our fleet is a crucial part of Omexom's 2030 decarbonisation roadmap.

Omexom's fuel use increased following the massive weather events (floods and a cyclone) at the start of 2023. The increase in fuel use has led to a slight increase in overall emissions for 2023 compared to 2022. However, Omexom is still on track to meet its 2030 40% reduction target pathway and the new fleet strategy (next page)



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

will accelerate our emission reductions. To enable the fleet electrification, Omexom has partnered with Tesla, so we can transition all our light passenger vehicles to full electric by 2030.

Technology in the Field

In an era where sustainability and renewable energy are at the forefront of global priorities, Omexom's commitment to eco-friendly practices extends to our client projects.

For a recent substation project site, our team seized the opportunity to design and build their own mobile solar generator, dubbed the "Solar Chariot", leveraging the power of the sun to meet energy needs efficiently, cost-effectively, and sustainably.

This innovative approach reduced the project's environmental impact, and demonstrated our dedication to cutting-edge solutions. Omexom has also been trialling electric power take off units (E-PTO's) to reduce the emissions from our heavy fleet. The fuel consumption savings were immediately noticeable, once the unit was up and running. The vehicle saw a 27% reduction in fuel consumption per km over the six-month trial.

Clean Energy Supply and Power Saving

Omexom partnered with **Meridian Energy** to procure renewable energy to Omexom's offices throughout 2024. The 100% certified renewable energy accounted for 45% of energy consumed in the last quarter of 2023. (Using market-based reporting methodology, as per the GHG Protocol's Scope 2 Standards).

The lighting upgrade at our largest premises at William Pickering Drive, Auckland has seen a **14% reduction in electricity use**.



Landfill and Recycling

We continue to focus on improving opportunities to reduce, reuse, and recycle across our operational activities, by introducing behavioural change through employee education and separation of waste collection and recycling stations. Our teams have found innovative solutions for several different streams.

We have found an Auckland-based company that is able to **recycle all our textile apparel**, including highly specialised fire-retardant PPE (personalised protective equipment), that would otherwise have been sent to the landfill. Instead, our textiles will be turned back into sustainable resources used in dog beds and cushion stuffing. We recently sent our first loads of hard hats, plastic polyethylene (PE) gas pipes, and reinstatement material bags away for recycling. The scheme came about through our strong supplier relationships, which helped to facilitate the recycling partnerships.

To encourage reuse and the circular economy, Omexom held its first in-person **Market Place Day** in 2023. Omexom employees were encouraged to bring in their unused household items, toys, books, and clothes, so they could be loved by another family.

Market Place Day represents the circular economy in action, as it keeps items in use and intercepts them while they still have a value, and ensures that they have life beyond their second, third, and fourth life and beyond. All the items that were not reused by Omexom employees were donated to the **Pukekohe Community Action Trust**, to be used in their extreme weather emergency event response.

Omexom has **waste solutions** for:

- | | |
|--------------------------|-------------------------|
| • Wood | • Concrete and hardfill |
| • Metal | • PE pipe |
| • Cardboard | • Textile apparel |
| • High voltage batteries | • Safety hats |

During 2023, Omexom generated 1,149 tonnes of waste overall – an increase of 11% compared to 2022. The increase in waste was due to new recycling streams being discovered and improved reporting of our current processes. 45% of all waste at Omexom was recovered during 2023, and an extra 187 tonnes of waste was recovered in 2023, compared to 2022.

Omexom has worked with our waste providers to continuously improve the reporting mechanisms and find new recovery opportunities.



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



ENERGY USE
15%
DECREASE
from 2022 to
2023

100%
RENEWABLE
SOURCES
45%
of electricity
consumed in
Quarter 4 2023

Robust Environmental Management, Monitoring and Reporting

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

Project resource consent requirements for monitoring fall within the scope of our tracking and reporting regime. In addition, we monitor and report on:

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

Developing internal sustainability knowledge and skills

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

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

GREENHOUSE GAS
EMISSIONS (GHG)

45%
TOTAL WASTE
RECOVERED
in 2023

10%
WASTE TO LANDFILL
REDUCED
from 2022 to 2023

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

Embracing digital transformation

We continue to focus on improving opportunities to reduce, reuse, and recycle across our operational activities, and 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 and 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 with 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 and 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 for 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 sharing 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 company direct greenhouse gas emissions (Scopes 1 and 2) by 40% by 2030 compared with 2018 levels**
- » **Reduce company 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 company climate change impacts**

PRESERVING THE NATURAL ENVIRONMENT

- » **Prevent pollution and 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 and 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 and 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 four-year holistic risk-based strategy, our Health, Safety and Wellbeing Programme, comprises a range of initiatives across five key areas: physical health, mental health, work safe critical HSE risks, training and reward.

The advent of the 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 four-year programme will be measured through future wellbeing surveys, Clearhead EAP (counseling 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 on health.

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

- 30 free skin checks
- 130 health checks
- 236 flu vaccinations



MENTAL HEALTH

Omexom is making a conscious drive to enable our staff to recognise signs and symptoms of people struggling with their mental health. Omexom engaged with Life Care Consultants to roll out their Mental Health 101 training course to over 380 of our staff during the year.

Home without harm. Everyone, everyday

HSE RECOGNITION

Omexom held the second of its VINCI NZ Omexom Health Safety Wellbeing and Environment Awards in 2023. Recognising outstanding achievements in fostering a healthier and safer workplace, as well as initiatives that contribute positively to the environment, these awards honour teams and individuals committed to creating a sustainable and secure future.



CRITICAL HSE RISKS

Keeping the workplace safe and free from serious incidents begins

with identifying hazards and risks.

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

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



TRAINING

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

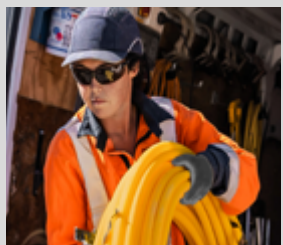


Home without harm. Everyone, everyday



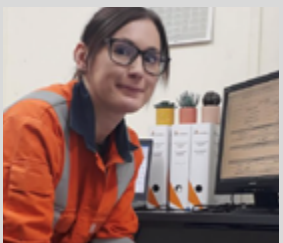
HEALTH MONITORING

- 236 flu vaccination for staff and families
- 130 free health checks
- 30 free skin checks
- Fatigue management and awareness
- Free medical insurance for staff and families
- In-house fitness
- Menopause awareness talk
- Men's mental health awareness talk
- Successful Movember campaign
- Wellbeing Committee



STAFF WELLBEING MONITORING

- Clearhead (EAP) Counselling Services
- Reactive Crew PTSD-Risk Support Network



MENTAL HEALTH: BUILDING A STRONG and 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

Omexom supports the ACC range of traditional **kaupapa Maori services**, with Maori and for Maori, available for all insured employees, to help them rehabilitate from a covered injury. This traditional Maori healing comprises many different techniques, including, but not limited to: mirmiri (bodywork), rakau rongoa (native flora herbal preparations) and karakia (prayer).

Movember campaign

Each year, Omexom takes part in Movember to raise awareness of men's health, both physical and mental. On the 6th November 2023, Omexom NZ initiated its Movember campaign by featuring Jehan Casinader, as guest speaker. Jehan is one of New Zealand's leading journalists and mental health advocates. He shared his own journey in a vulnerable way through his 'Power of Stories' talk that was broadcasted to everyone around the company. Jehan spoke to Omexom about the powerful link between storytelling and mental health. He offered a fresh, challenging perspective on how we can look after our wellbeing.

Omexom staff took part in the "Grow a Mo" challenge, while our Mo Sisters participated in 'Move for Movember' and walked a total of 466km to raise awareness on mental health.

In addition to the challenges, Omexom organised a live auction to auction off a Warriors shirt that was given to an employee by the Warriors management team. All the proceeds of the auction, as well as Movember challenges, went to charity. In total, Omexom raised \$4,446 for men's mental health.

Fitness Challenge

Following the success of the 2022 Fitness Challenge, Omexom's Wellbeing Committee, with input by the employees from the perimeters, refreshed the challenge to a Fitness and Wellness Bingo Challenge. The aim of the challenge was for people to sit less and move more, encourage more active lifestyles, and create healthy habits.

The challenge took a holistic approach to wellbeing and was aligned to the principles of Te Whare Tapa Whā. It incorporated 20 physical activities, and 10 mindful activities. The challenge was a great way to motivate our employees, friends, and family, to improve physical fitness and wellbeing.



COMMUNITY

6 Foster equality and diversity

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



79%

staff satisfaction score*

63% of our 1,100 staff completed our 2023 staff satisfaction survey.



53%

of our employees were born outside of NZ

In 20 years, this % has more than quadrupled.



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



ENRICHING OUR COMPANY CULTURE

Working in skilled resource-constrained energy and infrastructure sectors, we do not take our ability to attract and retain 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 practices contribute significantly to staff's perception and experience of wellbeing and belonging.

INCLUSION: Strength in diversity

Our company is proudly multi-cultural, and staff ethnicities reflect our New Zealand society. Our staff originate from over 50 countries, with major self-identified ethnicities being Maori, Pasifika, European, Filipino, Indian and Chinese. We have updated our internal diversity monitoring processes to continuously improve our Diversity reporting.

We believe our diversity is a real strength, so each year we celebrate by continuing both internal and external training workshops. Since the introduction of the Diversity workshops, 348 staff have completed the training with 120 completing it in 2023. These interactive workshops focus on the impact of stereotyping and appreciating people's diversity.

Omexom continues to embrace and acknowledge Maori culture and contributions to New Zealand society. 2023 was the second year we delivered the Te Kaa training through Maurea Consulting. 20 Omexom staff studied Te Reo to understand Māori concepts and values, and performed 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.

Our approved personalised Maori graphic has been incorporated, through our rebranding from Electrix to Omexom during 2023, into our documents, media and communications.

Each year, we cherish the cultural diversity of New Zealand by taking part in Matariki and Te Wiki o te Reo Māori. Omexom embraces the spirit of Matariki by integrating cultural awareness and respect into its operations, fostering a sense of unity and collaboration.

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 lever in attracting and retaining high performing employees.



63%
2023 staff
survey
participation

JOB SATISFACTION

79%

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 AND SAFETY

94%

of staff survey
participants
strongly agree
Omexom is committed
to the safety and
wellbeing of its people

93.4%

of staff survey
participants
strongly agree
their team regards
health and 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 and mentoring excellence

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

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 and Singapore, participants come together from across the Oceania region.

Women @ Omexom

Women@Omexom serves as a platform where women, within Omexom, can come together and connect. This community includes a tailored buddy programme for women across the organisation. The Women@Omexom programme was officially launched in October 2023.

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 [EPE Centre] 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.

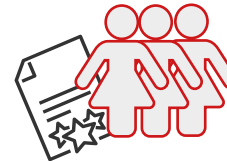




17%
of employees
are female



17.6%
women in
management
and people
leader roles



FEMALE APPRENTICES

10% of total
apprentices

FAIRNESS AND 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 remain, largely male-dominated operational work environments.

Omexom is continuously promoting **gender equality** throughout the business. We monitor and assess the gender pay gap each year through the use of VINCI's gender equality index methodology. Initiatives and actions are developed internally from the exercise's outcomes. We are committed to reducing our pay gaps, and ensuring Omexom is a fair and equitable place for all employees. We will continue working with our people to understand what matters most to them and how we can improve.

Our commitment to promoting gender balance is strengthening, particularly in management and supervisory roles. The ratio of female managers across our New Zealand business has increased to **17.6%** in 2023 vs 14% in 2022.

In 2022, we developed our flexible and inclusive approach to **hybrid and flexible working**, making it easier to balance work with other commitments, such as caring for a family.

As part of the network's launch Omexom commemorated **Menopause Awareness Day** by having Niki Bezzant conduct 'The Menopause Talk'. Niki Bezzant is a writer, speaker, journalist, and bestselling author focusing on health, wellbeing and science. We had over 200 staff members join online and in various offices in person. We opened the talk to include males, as it affects all aspects of working life and was a good way for managers to understand their staff's issues.

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.

Omexom is committed to fostering diversity and inclusion within its workforce and supporting women in STEM to drive innovation and progress in the industry. Alice Chan represented Omexom and New Zealand at the 2023 **Women in STEM Conference** in Australia. The Women in STEM Conference is renowned for fostering collaboration and knowledge sharing among women in science, technology, engineering, and mathematics. Alice was part of a panel discussion on breaking down barriers, stereotypes, and challenges working in the STEM industries.



COMMUNITY

7 Promote sustainable careers

Invest in the training and development of our employees.



TOTAL NO. OF APPRENTICESHIPS

80



101
TOTAL NO. OF NZQA
QUALIFICATIONS
(LEVEL 2 to 5)
ACHIEVED



16%
OF NEW TRAINEES
ARE FEMALE

INVESTING IN OUR PEOPLE

In 2023, we celebrated long service milestones with 61 staff, ranging from 10 to 30 years, as part of the Omexom family. We also 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 mobility.

Being ready for work

We have formal development pathways to ensure that our staff are developed for the future.

Graduate programme: Our engineering graduates follow a two-year structured programme, in collaboration with our parent company VINCI. Graduates are employed directly by our business units, providing opportunities for well-rounded skills development and experience across different aspects of their chosen industry sector.

Young women are increasingly choosing careers in our industry, resulting in a greater number of female apprentices and graduates in our annual intake; with several of them having joined us through word-of-mouth recommendations from our current female trainees. In 2023, 16% of the new apprentices recruited into our business were female.

We also work closely with a range of industry training organisations and providers to deliver technical training to field staff, leading to formal trades qualifications on the New Zealand Qualifications Framework. Tertiary study is also actively supported, with several of our managers and specialist staff under-



COMMUNITY

8 Share the benefits of our performance

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



51
FORMAL
RECOGNITION
AWARDS
in 2023



61
LONG SERVICE
AWARDS
for 10 years and
longer in 2023

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
- Sick Leave Bank

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 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 awards reward staff loyalty and contribution to Omexom's success. 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. These awards continue when further service milestones are reached

Employees 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, these 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 are given a paid day off on their birthday or if not possible, then a day of their choice within the month of their birthday.



COMMUNITY

9 Strengthen local communities

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



MAKING A POSITIVE IMPACT

Engaging with our communities

In early 2023, as a series of storm and flooding events devastated communities in the North Island, Omexom New Zealand provided a monetary donation to the **Mayoral Disaster Relief Fund**, which went to residents, ratepayers, small business owners or not-for-profit organisations, across nine different councils, who had suffered financial hardship because of damages caused by Cyclone Gabrielle.

2023 also saw us continue to build on our relationships with our six partnership primary schools. We completed our **Back-to-School Campaign** that provided water bottles and gave each of our six CSR partner schools, a significant monetary donation to contribute to stationary packs, bucket hats, clothing and headphones.

Our relationship with the **Ronald McDonald House Charity** was strengthened through various successful activities. The Ronald McDonald house, as well as **Pukekohe Community Action Trust**, were recipients of our **Warm Hearts for Winter Campaign**. Omexom also donated much needed covid supplies, face masks, and feminine hygiene products during the year.

During the 2023 holiday season, Omexom made another significant contribution to the Ronald McDonald House Charity (RMHC) **Christmas Appeal**. The company purchased two 'A Month Together' packages, which allowed for two families to stay together for a month over the holiday period.

In line with our philosophy to preserve people, as well as nature, Omexom provided volunteers to support **Te Whangai Trust** in decommissioning their Wesley site. Our staff helped to relocate the structures to recycle and reuse as much of the materials as possible. The company managed to conserve valuable resources and reduced the environmental impact during the move.

Omexom provided a monetary donation towards a new security fence for the new hub for Te Whangai. Our parent company VINCI, generously matched our contribution towards the fence, to ensure the safety of Te Whangai's vital work.

The **VINCI NZ Foundation** was set up in late 2021 and includes a representative from each of the 10 VINCI NZ companies across New Zealand, including Omexom. In 2023, employees from all 10 VINCI NZ companies selects a total of 11 charities across the North and South Islands to sponsor. The VINCI NZ Foundation provides financial support and skilled volunteers to these eleven charities, making a difference in our communities



COMMUNITY OUTREACH

- Ronald McDonald House
- Children's Charity
- Te Whangai Trust
- Te Whare Kokonga
- Pukekohe Charity Trust
- Little Green Expo
- ARA Education Charitable Trust (AECT)
- Kairos Trust (TA Kairos Free Store)
- Te Whare Kokonga (Melville Community House)
- Companionship and Morning Activities (CMA)
- Wish 4 Fish
- Orewa Sea Scouts
- Common Unity Project
- One Mother to Another
- First Foundation
- Shakespeare Open Sanctuary
- Spirit of Adventure Trust



SCHOOL PARTNERSHIPS

- Athletics days
- Educational school trips
- Annual prizegiving achievement awards, e.g., best improved
- One NZ Digital Equity Programme
- Christmas BBQs and activities
- Easter activities



6
partnerships
with low
decile schools
in our local
communities

OMEXOM



Omexom and Omexom New Zealand
are trading names of Electrix Limited

Home Office

2 George Bourke Drive, Mt Wellington
Auckland 1060

Phone: +64 9 270 1700

Website: www.omexom.co.nz

