

OUR 2025 SUSTAINABILITY COMMITMENTS

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COMMUNITY

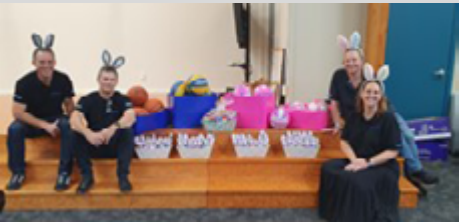
CASE STUDY: EASTER CAMPAIGN

Bringing smiles to children’s hearts

Omexom New Zealand was delighted to run its Easter campaign again, as part of its ongoing Corporate Social Responsibility (CSR) Programme.

In the spirit of the season, Omexom provided and handed out chocolate bunnies to our CSR partner primary schools, as a gesture of goodwill and celebration.

This heart-warming initiative aims to spread joy and happiness during the Easter season. Omexom employees hand delivered delicious chocolate bunnies to over 1,300 children in their classrooms, embodying the spirit of togetherness and generosity that defines this special time of year.



Our Easter chocolate bunny giveaway is a small way for us to show our appreciation and bring smiles to the faces of those around us.

This initiative reflects Omexom’s commitment to making a positive impact beyond its core business operations.

By participating in local events and initiatives, Omexom aims to strengthen community ties and spread happiness wherever it can.



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2024

CASE STUDY: EDUCATION SUPPORT

Equalising opportunities

Each year, Omexom New Zealand embarks on supporting education and empowering tamariki through its 'Return to School' campaign.

We understand the financial challenges students and their families face, especially as they prepare to return to the classrooms. Our goal was simple – to ensure that every student, regardless of their economic background, has the tools and resources they need for a successful academic journey.

In 2024, Omexom directly provided water bottles and gave each of our six CSR partner schools a significant monetary donation, contributing towards stationery packs, bucket hats, clothing and headphones.

Each stationery pack included notebooks, pencils, pens, erasers, rulers, and other essential items tailored to the specific needs of different primary school grade levels. The campaign successfully provided stationery packs to over 1,300 students across six schools.

Education transforms lives and Omexom is proud to make a lasting impact on students' lives every year, which ensures a brighter future for the next generation.



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CASE STUDY: SCHOOL SUPPORT

Staff at school athletics day

Omexom New Zealand recently volunteered at a local school's athletics day. The event was a collaborative effort involving school-teachers, staff, parents, and four dedicated volunteers from Omexom.

The day was filled with various athletics events, including 100m and 200m running races, long jump, discus throw, relay races, and shot put. To add to the fun, two of our volunteers also joined in a 'fun race' with the staff and kids after the main events.

Approximately 150 students participated in the athletics day. We had girls and boys from year 3 to years 8. The presence of Omexom volunteers helped alleviate the workload on the school staff, allowing them to focus more on the students' performance and enjoyment.



The collaboration fostered a sense of connection and partnership between Omexom and the school. The students benefited from a well-organised and enjoyable athletics day, which was made possible through the combined efforts of all participants.

Our volunteers found the experience incredibly rewarding. Spending the day 'out on the field' not only allowed them to contribute to a meaningful cause, but also provided an opportunity to engage with the community, and enjoy a day of fun and physical activity.

The success of the event was evident in the smiles and laughter of the students, staff, and volunteers alike.



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CASE STUDY: SCHOOL SUPPORT

Bridging the digital divide

Omexom New Zealand recently donated five refurbished laptops and modems to local schools, in collaboration with One NZ. This initiative aims to bridge the digital divide, providing students with essential tools for their education.

By re-purposing old devices, we support sustainable practices and enhance learning opportunities for students, who may lack access to technology at home.

This effort underscores our commitment to corporate social responsibility, fostering a more inclusive and tech-savvy future for the next generation, removing the barrier to entry for at least seven children.

This highlights our continuous partnerships with schools and allows the students to thrive. The schools are as follows: Fairfield Primary, Takaro Primary, New River Primary, Halfway Bush Primary and Panama Road School.



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CASE STUDY: SCHOOL SUPPORT

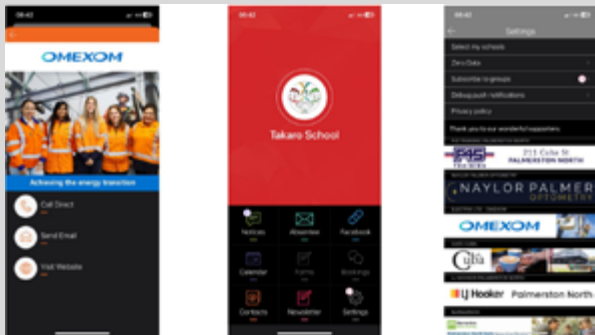
Empowering community network

Skool Loop has proudly partnered with Omexom New Zealand to sponsor Takaro School’s communication app. Takaro is one of our six CSR-sponsored school.

Skool Loop App was developed to meet increased parent-teacher demand for simple communication between school staff and families.

The Skool Loop App is regularly updated with essential school information, making it the primary resource for students, parents, and staff alike.

This valuable sponsorship provides an excellent opportunity to promote our brand directly to the school community.



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CASE STUDY: SCHOOL SUPPORT

Promoting science early

Omexom New Zealand has been working with Onepoto School since 2019. During this time, we have run a series of initiatives and events for the children. One event that Omexom ran in 2019 at Onepoto School was a Science Day.

In 2024, Omexom’s Distribution and Gas Perimeters arranged their second Science Day for the children at Onepoto school. This tied in nicely with the Science Week held at the school during the week of the 27th – 31st of May.

The Science Day was a highlight for the teachers and students. It allowed Omexom to showcase our industry and what we do, in a fun and interactive way for the children.

Our volunteers had a blast teaching and guiding the boys and girls, and showing them the connection between science and the work we do. The presence of Omexom’s female staff was especially impactful – acting as role models, and opening eyes for the young girls there.



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CASE STUDY: SCHOOL SUPPORT

Promoting science (cont)

Science Day was a way to connect with the students at Onepoto school by sharing our passion and expertise of the electricity and gas industries. It’s also a great way to give back to the community, and hopefully inspire some of students to join our industry in the future.

Three months of planning and 32 volunteers from Gas and Distribution guided 100 students, ranging in age from 5-11, on the day.



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CASE STUDY: SCHOOL SUPPORT

Supporting quality education

Omexom New Zealand rewarded children from our Corporate Social Responsibility (CSR) partner schools with ‘most improved student’ trophies, recognising their hard work and progress throughout the year.

As part of this annual tradition, the school decided the recipients of the trophies, which included awards for both a junior and a senior student.



Omexom’s involvement in this event underscores the significance of CSR in fostering community spirit and supporting local schools.

Omexom believes this gesture shows appreciation for and encourages the students’ efforts and achievements.

By organising such events and recognising students’ achievements, Omexom demonstrates its commitment to enhancing the wellbeing of young learners, and contributing positively to the social fabric of the regions it serves in.

This initiative emphasises the company’s dedication to building strong, supportive communities and promoting a spirit of self-improvement, and a culture of appreciation and encouragement.



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CASE STUDY: SCHOOL SUPPORT

Value of early childhood education

Omexom New Zealand, a leading provider of energy infrastructure solutions, is committed to supporting the community and early childhood education, by sponsoring the playgroup at Panama Road School this year.

Purpose: To support the Playgroup Programme at Panama Road School

Contribution: A financial donation aimed at enhancing the resources and activities available to the Playgroup

Objective: To foster early childhood development and provide a supportive environment for young children and their families

Objectives:

Early Childhood Development: To enhance the Playgroup’s resources, enabling better developmental activities for young children



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Community Support: To strengthen the relationship between Omexom and the local community by supporting educational initiatives

Positive Impact: To contribute to the overall wellbeing and development of young children in the community

By investing in the future of young children, Omexom aims to grow a culture of support and development within the local community.

This initiative underscores the importance of corporate support in creating rich educational experiences for young children, and highlights Omexom’s role as a responsible and caring corporate citizen.



2024

CASE STUDY: SCHOOL SUPPORT

Promoting cultural awareness



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Promote exciting
careers



On the 22nd of November 2024, approximately 21 Omexom New Zealand staff from our Distribution and Gas Perimeters volunteered their time to assist Onepoto school with their annual cultural day.

The cultural day is a massive event for the school, which invites over 40 primary and intermediate schools from across Auckland to showcase their Kapa Haka groups.

This is also a great fundraising event for the school, with food stalls, games, fun activities and entertainment for the school children and parents.



Omexom has been partnering with Onepoto school for over five years, and were invited to assist at the cultural day by running the hamburger stand. This was one of the busiest stands on the day!

Volunteers came throughout the day to either assist in setting up for the event, help cook, prepare and serve the hamburgers or help pack and tidy up afterwards.

A big thank you to all the volunteers who took time out to be involved with our school and community. They did an incredible job, and their help and support provided on the day to make this a success was very much appreciated.

CASE STUDY: SCHOOL SUPPORT

Spreading the joy of Christmas

During the festive season, Omexom New Zealand hosted Christmas BBQs for five different schools. This annual tradition brings joy and festive cheer to students, teachers, and their families, fostering a sense of community and celebration.

The BBQs provide an opportunity for everyone to come together, enjoy delicious food, and participate in fun activities, creating lasting memories.

Volunteers from local Omexom offices across the country, along with our dedicated Corporate Social Responsibility (CSR) representatives, played a crucial role in organising and running these events.

Their involvement ensured the BBQs were a resounding success, demonstrating our collective commitment to supporting local schools and enhancing the wellbeing of young learners. (Next page)



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2024

CASE STUDY: SCHOOL SUPPORT

Spreading the joy of Christmas

This initiative highlights the importance of CSR in giving back to the communities we operate in, contributing to building strong, supportive communities and promoting a spirit of togetherness.



A team of talented ‘chefs’ and eager volunteers from Omexom managed the BBQ grills, serving a traditional Kiwi sausage sizzle to all 1,407 students and their teachers.

The CSR partner schools are Panama Rd School, Onepoto School, Takarao School, New River Primary School, Halfway Bush School and Fairfield School.



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CASE STUDY: SCHOOL SUPPORT

Spreading the joy of Education

Omexom New Zealand rewarded children from our Corporate Social Responsibility (CSR) partner schools with most improved student trophies, recognising their hard work and progress throughout the year. As part of this annual tradition, the school decided the recipients of the trophies, which included awards for both a junior and a senior student.

Omexom’s involvement in this event underscores the significance of CSR in fostering community spirit and supporting local schools. Omexom believes this gesture shows appreciation for and encourages the students’ efforts and achievements.



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2024

CASE STUDY: STAFF SUPPORT

Omexom recruitment

On the 20th of March, a group from the Distribution Perimeter’s Customer Delivery team headed down to the University of Waikato STEM Careers Expo.

The purpose of going to the careers expo was to find prospective engineers for the Omexom New Zealand two-year Graduate Programme and for the Omexom Summer Internship Programme, while also showcasing the work Omexom does and what we have to offer to potential employees.

The team engaged with a diverse group of students at the expo, attracting future talent and highlighting the benefits of both the Graduate Programme and the Summer Internship.

These programmes include hands-on experience, mentorship opportunities, and career progression, especially for students who are looking to kickstart their careers in the electricity supply industry.



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CASE STUDY: STAFF SUPPORT

Omexom recruitment

It was a very successful Graduate and Internship Convention held at the University of Canterbury, with Omexom New Zealand in attendance. Eighteen Aruhiko PEET members (including Omexom) were present, actively engaging with engineering students of all disciplines. There was plenty of discussion with PEET members about career opportunities in the power sector and the future of New Zealand’s energy system.

Andrew Renton from Transpower New Zealand was the keynote presenter with his entertaining and informative take on ‘A Future in Engineering’.

Transmission and Substations Perimeter’s Senior Project Manager Karan Singh said that “it was a good event with a lot of interest from young engineers for internship roles.”

“Canterbury university runs a prestigious engineering school with a lot of up-and-coming talent,” said Karan. “As usual, the event was good for Omexom awareness.”

“Once they heard about the company and the sort of projects we do, they were very interested.”



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2024

CASE STUDY: STAFF SUPPORT

Omexom recruitment

A team from Omexom New Zealand attended Manukau Institute of Technology's Careers Day on 8th May. It was a successful event engaging with students nearing the end of their course and looking to enter the workforce.

They were especially interested in the tools that were used to demonstrate what we do, and also interested in what it is like working as a graduate employee, and the potential career paths within Omexom.

Careers Day was informative and enjoyed by all, providing a fantastic opportunity to connect with these promising individuals, who could very well become our future employees. It was inspiring to see their enthusiasm and curiosity, and we are excited about the possibility of some of them joining our team.

We look forward to seeing their career journeys progress, and potentially welcoming them aboard soon!



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Promote exciting careers

CASE STUDY: HELPING THE HELPERS

Protecting the vulnerable

The VINCI NZ Foundation presented the “Meet The Charities” series, a nationwide initiative designed to showcase the work of various non-profit organisations. This six-part series was held at Omexom New Zealand and HEB Construction’s offices across New Zealand during April and May. It served as a platform for employees and community members to engage with these organisations, to gain a deeper understanding of their missions, and the positive changes they drive within communities.

The 11 charities showcased were:

- **Te Whare Kokonga:** Supporting vulnerable communities through holistic care and community development initiatives
- **Wish4Fish:** Providing fishing experiences for people with physical or mental disabilities, promoting inclusion and well-being
- **First Foundation:** Offering educational scholarships and mentoring to talented youth from disadvantaged backgrounds
- **Spirit of Adventure Trust:** Providing youth development programmes through sail training voyages
- **ARA Education Trust:** Supporting young people in their educational and career aspirations
- **Orewa Sea Scouts:** Engaging young people in scout activities that promote life skills

and environmental stewardship

- **Companionship and Morning Activities for Seniors:** Providing social and recreational activities for seniors to combat loneliness and promote wellbeing
- **Shakespeare Open Sanctuary Society:** Working to protect and enhance the natural environment
- **Common Unity Project:** Focusing on urban regeneration and community resilience through gardening, education, and social enterprises
- **Kairos Food Rescue:** Reducing food waste and supporting food-insecure communities by redistributing surplus food
- **One Mother To Another:** Providing care packages to mothers with children in hospitals, offering comfort and support

Through “Meet The Charities”, VINCI NZ Foundation facilitated interactions between its employees and the non-profit organisations, and allowed attendees to gain first-hand insight into the charities’ work, and explore volunteering opportunities.

The series underscored VINCI NZ Foundation’s commitment to social responsibility and its dedication to fostering a culture of giving back to the community.



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CASE STUDY: SOCIAL SUPPORT

Supporting special needs children

Omexom New Zealand has shown its unwavering commitment to community support by sponsoring the 24th Annual Special Children's Christmas Party.

The Special Children's Christmas Party is an annual event dedicated to bringing joy to children with disabilities and complex needs.

The event is organised with the support of local businesses and aims to provide a memorable day filled with fun activities, entertainment, and gifts.

- **Community Engagement:** Strengthen Omexom's relationship with the local

community by supporting a meaningful cause

- **Brand Visibility:** Enhance Omexom's brand presence through association with a well-regarded charitable event
- **Positive Impact:** Contribute to the well-being and happiness of children with disabilities and complex needs

Omexom's sponsorship of the Special Children's Christmas Party exemplifies the company's dedication to community engagement and social responsibility.

By supporting this heartwarming event, Omexom has made a significant positive impact on the lives of children with special needs.



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CASE STUDY: HELPING THE HELPERS

Warming hearts this winter

Omexom New Zealand extended a helping hand to Kiwi Family Trust's Knitting for Plunket and the 'Community Project'. Omexom donated funds to support knitting projects for Plunket, highlighting their commitment to making a meaningful difference in local communities.

The Knitting for Plunket and Communities Project started in 2009, with only a few knitters, mainly staff from the Kiwi Family Trust. It has now expanded to over 600 knitters around New Zealand.

The main objective for the project is to help keep New Zealand children and babies warm, and to give the knitters, many of whom live alone or in a home, a purpose and sense of inclusion to help combat social isolation.



Over the last 15 years, the project has given away thousands of items for babies and children in need, from Kaitaia to Invercargill. From 2022 to 2023, 13,533 garments were knitted through the project.

With a monetary donation towards Knitting for Plunket, Omexom enabled the charity to procure essential knitting supplies and resources. This support will facilitate the creation of handmade blankets, clothing, and accessories, which provide practical comfort, and convey a sense of care and solidarity to recipients.

By investing in initiatives that prioritise both practical assistance and emotional wellbeing, Omexom reaffirms its commitment to corporate citizenship and social responsibility. This collaboration serves as a powerful example of how businesses can leverage their resources to make a meaningful difference in the lives of those they serve.



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CASE STUDY: SOCIAL SUPPORT

Warming hearts this winter

Omexom New Zealand’s “Warm Hearts for Winter” campaign entered its third consecutive year with a renewed commitment to support communities in need during the chilly months. The initiative collected warm clothing, sleepwear, blankets, and other essentials to provide comfort to those facing the harsh realities of winter.

Partnering with Ronald McDonald House Charities and the Pukekohe Community Action Trust, Omexom ensured that donations reached those who needed them most. Together, we made a big impact in communities, one blanket and pyjamas set at a time.

The campaign operated on multiple fronts: staff members contributed either through monetary donations, OR provided much-needed items.

It fostered a sense of community engagement and solidarity within the company.

Omexom’s parent company, VINCI Energies, underscored its support by matching Omexom’s financial commitment, and doubled the campaign’s impact.

Through “Warm Hearts for Winter,” Omexom embodied its core values of compassion and social responsibility, and made a meaningful difference in the lives of vulnerable individuals and families.

“It’s more than just donating,” said a staff member. “It’s about making sure that no one faces the cold alone.”



2024

CASE STUDY: SOCIAL SUPPORT

Sharing the delight of Easter

In a heart-warming display of community support, Omexom New Zealand contributed to the joy of families staying at Ronald McDonald House this Easter, in Auckland and in Southland.

The company’s generous donation of Easter eggs to Ronald McDonald House Charities’ Easter Egg Appeal 2024 brought smiles to the faces of children and their families during what would be a special time of year all around New Zealand.

Omexom’s donation to the Easter Egg Appeal signified more than just chocolate treats; it symbolised a gesture of solidarity and care for families enduring challenging circumstances.

By participating in such initiatives, Omexom demonstrates its commitment to giving back to the communities it serves, and making a positive difference in the lives of those in need.

The Easter Egg Appeal brought a sense of normality and joy to the children and their families staying at Ronald McDonald Houses, and offered them a moment of respite from the challenges they face.



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Omexom’s contribution added to the spirit of generosity and compassion that defined the Easter season, spreading happiness and creating positive memories for those experiencing hardship.



CASE STUDY: HELPING THE HELPERS

Offering assistance

Omexom New Zealand had the opportunity to support the Ronald McDonald House Charities by donating a significant amount of excess supplies from our COVID-19 inventory to help maintain hygiene levels in their day-to-day operations.

These supplies included essential items, such as soaps, sanitisers, gloves, and masks. Our contribution aimed to assist RMHC in maintaining a safe and hygienic environment for the families they support, especially during the challenging times they go through.



This donation helped RMHC in their mission to provide comfort and care to families with hospitalised children. It also demonstrated our commitment to community support and corporate social responsibility.

Omexom is committed to the circular economy, to reduce waste, encouraging the ideas of re-use, and reduce. Instead of letting these valuable resources go to waste, we redirected them to where they were needed and could be fully used.

This approach supports sustainability and maximises the lifecycle of our products, contributing to a more effective, efficient and responsible use of resources.



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2024

CASE STUDY: HELPING THE HELPERS

Warming hearts this Christmas

In December of 2024, Omexom New Zealand made a significant donation to the Ronald McDonald House Charities (RHMC) Xmas Appeal Wreath campaign, benefiting both the North and South Island regions.

This contribution supports numerous families with children undergoing medical treatment, allowing them to enjoy a comforting and festive environment during the holiday season.

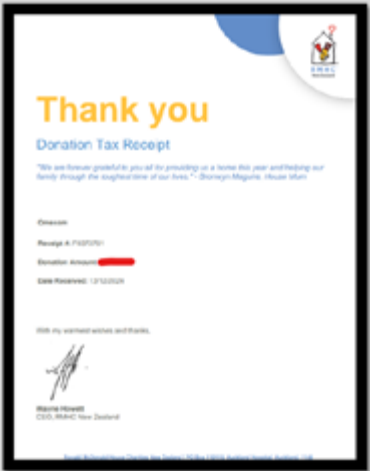
Every week, families arrive at hospitals away from their homes with children in need of urgent medical treatment. Many families arrive suddenly, with no idea where they will stay or where they'll get their next meal.

Omexom's contribution helps make a difference in providing these families with a hospitalised child with a safe 'home-away-from-home', while their child receives critical care. Any donation plays a part in enhancing the campaign's goal of ensuring that many families can still experience warmth and joy during a challenging time.



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CASE STUDY: HELPING THE HELPERS

Protecting the vulnerable

Ronald McDonald House Charities provides accommodation and support services to families who must travel away from their home to receive specialist medical treatment. The House provides a safe haven for families after a long day at the hospital, with nutritious meals provided, and much needed support and comfort.

Each year, Omexom New Zealand sponsors dinner events at Ronald McDonald House, where Omexom staff from across the business volunteer their time to help prepare and cook meals for all the families at the Ronald McDonald House in the Auckland Domain.

This October, we had a wonderful turnout with six volunteers per session, totalling 24 participants, who dedicated their time to preparing meals for families.



We held four sessions, each on a Friday, where the chef meticulously planned meals that included both vegetarian and meat dishes, along with a side.

It was truly heartwarming to connect with the families, many of whom have been in and out of the hospital, and they deeply appreciated the home-cooked meals they could enjoy together.

A heartfelt “thank you” to all our incredible volunteers who spent their afternoons and evenings at Ronald McDonald House, crafting delicious meals for the families.

These events are made possible by the dedication and support of our amazing volunteers.



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CASE STUDY: HELPING THE HELPERS

Warming hearts this Christmas

On the 18th of December, Omexom New Zealand assisted in a Christmas hamper distribution drive, in collaboration with the Pukekohe Charity Trust. This initiative was part of our ongoing commitment to Corporate Social Responsibility, aiming to spread holiday cheer and support those in need within the community.

Eight enthusiastic volunteers from Omexom worked in pairs to pack and deliver Christmas hampers to various addresses. The volunteers dedicated their time and effort to ensure that each hamper was thoughtfully prepared and delivered to the doors of the recipients, sparking joy, and bringing relief to many families.

It drove home the realisation for our staff

that many do not face this time of the year with joy, so it was gratifying they could see surprise, happiness, and gratitude when they delivered the Christmas hampers.

The full day event was meticulously planned, with Omexom volunteers meeting early in the morning at a designated point to receive instructions and materials.

Omexom's involvement in this event underscores the importance of CSR in engaging and supporting the community we work in. It was a sobering yet heartwarming exercise, as our staff saw what an impact they made, during the delivery of hampers to numerous households, brightening the holiday season for many.





CASE STUDY: HELPING THE HELPERS

Appreciating the seniors

The Companionship and Morning Activities (CMA) for seniors is a charity supported by the VINCI NZ Foundation, which includes Omexom New Zealand. Every year, we arrange a Christmas party, held at some of the CMA North Shore centres. This year, a Christmas party was arranged for the Albany and Stanmore Bay centres.

All staff across Omexom and all the VINCI NZ Foundation companies were emailed about collecting items for the seniors. This included toiletries, chocolates, biscuits, etc. We received items from all the perimeters, which were handed out at the Christmas parties.

On the 3rd and 5th of December, Omexom attended the CMA Christmas party and decorated the tables for Christmas, provided a hot roast meal for the seniors and provided some lovely chocolates, biscuits and other items kindly donated by our staff.

The seniors were extremely appreciative of the event and everything that was arranged on the day. A BIG “thank you” to all the wonderful staff across Omexom for donating items for the seniors. They loved all the items they received on the day, and it made their Christmas extra special this year!



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CASE STUDY: HELPING THE HELPERS

What goes around, comes around

At the end of 2024, Omexom New Zealand made a significant donation to Te Whangai Trust, a charitable organisation dedicated to creating sustainable social and environmental outcomes.

This donation was part of Omexom's ongoing Corporate Social Responsibility (CSR) programme, aiming to support and amplify the impactful work carried out by Te Whangai Trust.

Te Whangai Trust focuses on providing training, employment, and support to individuals facing barriers to employment, helping them develop skills and gain meaningful work experience, through ongoing mentoring in a structured and safe workplace.

The Trust also engages in various environmental initiatives, including native plant nurseries that feed into ecological restoration projects, contributing to the preservation and enhancement of New Zealand's natural environment.

Omexom's donation will help Te Whangai Trust continue its vital work, supporting individuals in need and promoting environmental sustainability. This



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contribution underscores our dedication to making a positive difference in the community and highlights the importance of CSR in strengthening the social and environmental fabric of New Zealand.

With this support of Te Whangai Trust, Omexom is committed to creating lasting, positive impacts and building a better future for all.

This initiative reflects the company's values of community engagement, sustainability, and social responsibility, reinforcing the importance of businesses playing an active role in addressing societal and environmental challenges.

2024

CASE STUDY: HELPING THE HELPERS

Providing financial support

At the end of 2024, Omexom New Zealand made a significant donation to Te Whangai Trust, a charitable organisation dedicated to creating sustainable social and environmental outcomes.

This donation was part of Omexom's ongoing Corporate Social Responsibility (CSR) programme, aiming to support and amplify the impactful work carried out by Te Whangai.

Te Whangai focuses on providing training, employment, and support to individuals facing barriers to employment, helping them develop skills and gain meaningful work experience, through ongoing mentoring in a structured and safe workplace.

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Omexom's donation will help Te Whangai continue its vital work, supporting individuals in need and promoting environmental sustainability.

This contribution underscores our desire towards making a positive difference in the

community and highlights the importance of CSR in strengthening the social and environmental fabric of New Zealand.

With this support to Te Whangai, Omexom is committed to creating lasting, positive impacts and building a better future for all. This initiative reflects the company's values of community engagement, sustainability, and social responsibility, reinforcing the importance of businesses playing an active role in addressing societal and environmental challenges.



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CASE STUDY: STAFF SUPPORT

Empowering staff

Two decades ago, Omexom New Zealand designed a management development programme, known as the Employee Development Programme (EDP), in conjunction with external consultants.

The aim was to meet the development needs of employees who deliver high levels of performance, and who demonstrate that they have the potential to develop within the company.

The 2024 programme started in March, and was the 20th programme held at Omexom since its successful introduction. Participants from Omexom Australia are invited to join their New Zealand counterparts in this six-month development journey.

Our EDP participants also return for a follow-up workshop in the next year, to share their leadership experiences and benefit from new material. Over 120 current employees have attended this programme.



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Promote sustainable careers

2024

CASE STUDY: STAFF SUPPORT

Supporting staff in distress

Omexom New Zealand has a Sick Leave Bank where employees who have excess sick leave can donate to the bank.

The bank then contributes to employees who don't have sufficient sick leave to cover medical emergencies.

The scheme, originally started in 2018, was put on pause during covid, and was re-launched in May 2023.

A total of 26 staff have benefitted from the scheme, and 318 days have been used since 2018.

During the 2023 campaign, 10 employees donated a massive 98 days! It's heartwarming to see our employees getting behind the bank.

We have had some donating a day or two, while others are gifting larger amounts to the scheme.

Thank you to everyone who contributed!



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**Foster empathy and
inclusion**



CASE STUDY: STAFF SUPPORT

Helping transition into retirement



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Succession planning



Phased retirement is a concept that is becoming a hot topic, where the employer is willing to let employees work reduced hours. It enables Omexom New Zealand managers to have conversations with staff respectfully and plan for the future.

This early planning allows for new staff to have extra time and resources to become fully trained, so that the valuable skills are passed along from current staff to new. It also allows that extra flexibility for staff who want to prepare for retirement, so that the transition is not too intimidating for them.

Omexom organises workshops and additional support for employees to ensure they have everything in place for retirement.

Omexom is also setting up an Omexom Alumni Group, so that staff who retire can still be in touch with their colleagues, who are often career-long friends.

How will phased retirement work?

- Give staff the option to drop their days from five days to one day a week over time
- Organise retirement specific workshops, once the organisation is aware of who is in the scheme
- Engage with external providers to assist staff who need additional support with the transition
- Create an Omexom Alumni Group so that staff who retire can still be in touch with their friends and former colleagues

2024

CASE STUDY: SOCIAL SUPPORT

Greening the community

Omexom New Zealand participated in and supported the Little Green Expo for a third year, hosted by Waiuku Zero Waste and Community Networks Franklin in 2024. As advocates for sustainable living and environmental responsibility, we're always thrilled to contribute to this fantastic event.

The Little Green Expo was held on Saturday 16th of March at the Pukekohe Anglican Church complex. Talks on innovative energy solutions took place, presented by BlueFloat Energy, who informed us about the offshore wind farm being planned in the north of Waikato.

EcoGas and WasteWise gave numerous tips on Auckland Council's food scraps scheme and how it's done. Omexom impressed the group present about our sustainability



initiatives for those who produce, transform and transport electricity.

Workshops took place on cooking on a budget, reducing food waste, zero waste sewing and mending, and composting made easy. A 'crop swap' took place, where participants got to take home locally grown produce, such as leeks, potatoes, carrots and onion - the base for a great soup!

There was a bouncy castle and face-painting for the kids, and a free sausage sizzle provided by Omexom.

Omexom is always thrilled to support The Little Green Expo, as it is an amazing place to and raise awareness, and also inspire individuals to take meaningful action towards a greener future and foster meaningful community connections.



COMMUNITY

Strengthen local communities

CASE STUDY: STAFF WELLBEING

Our most valued resource

In response to feedback from the 2024 staff benefits review survey, Omexom New Zealand's Senior Leadership Team announced significant enhancements to the employee benefits package, effective from 1st December 2024.

These changes align with VINCI's minimum standards and reflect Omexom's commitment to employee wellbeing.

New benefits are:

- Life Insurance
- Total Permanent Disablement Cover
- Primary Carer or Adoption Leave Payment: 14-week top-up to 100% of wage or salary

- Partner/Spouse Leave: Three days fully paid leave
- Free Online Will Service: Available to all employees

To manage costs effectively, Omexom conducts an annual financial review of staff benefits. Providing these benefits comes at a cost, including a 34% increase in the Unimed health insurance offered to all permanent staff.

Consequently, the long service payment and employee referral bonus benefits was discontinued from 1st January 2025.



COMMUNITY

Promote sustainable careers

CASE STUDY: STAFF WELLBEING

Checking your health

In November 2024, LifeCare Consultants conducted comprehensive wellness checks for 22 support staff members over three days. This initiative aimed to promote health awareness and early detection of potential health issues among the staff.

The primary objective of the wellness checks was to provide a thorough health assessment covering key health indicators. This included hearing, vision, lung function, blood pressure, blood glucose, cholesterol, and fatigue levels.

The assessments were designed to identify any underlying health concerns and provide actionable insights for improving overall wellbeing. Each participant underwent a 50-minute Premium Health Assessment, which included the following tests:

- **Hearing Test:** Evaluated the auditory health of the staff
- **Vision Test:** Assessed visual acuity and eye health
- **Lung Function Test:** Measured respiratory health and lung capacity
- **Blood Pressure Test:** Monitored cardiovascular health
- **Blood Glucose Test:** Checked for signs of diabetes or pre-diabetes



- **Cholesterol Test:** Assessed lipid levels to evaluate heart health
- **Fatigue Test:** Determined levels of fatigue and overall energy

The results of these assessments were compiled into detailed reports using NZ SUPPORT Medreports, providing each participant with a comprehensive overview of their health status.

The Premium Wellness Checks conducted by LifeCare Consultants were a valuable initiative for promoting health and wellbeing among staff. The comprehensive assessments and detailed reports provided actionable insights, enabling participants to take informed steps towards better health.



COMMUNITY

Promote sustainable careers

CASE STUDY: STAFF WELLBEING

Checking your health

In November 2024, Omexom New Zealand launched a Movember campaign to raise awareness about men’s health issues, including mental health, suicide prevention, prostate cancer, and testicular cancer. The campaign encouraged employees to participate in two main activities: growing a moustache (“Grow a Mo”), and walking at least 60 kilometers during the month.

The primary objective of the campaign was to foster a sense of community and support among employees, while promoting physical activity and raising awareness about men’s health. The campaign aimed to engage staff in meaningful activities that contribute to their wellbeing and encourage open conversations about health issues.

The campaign consisted of two main activities:

- 1. **Grow a Mo:** Male employees were encouraged to grow a moustache throughout November to spark conversations and raise awareness about men’s health.
- 2. **Walk at least 60km:** All employees were challenged to walk a minimum of 60 kilometers during the month, symbolising the 60 men lost to suicide every hour worldwide.

To facilitate participation and track progress, a dedicated group/team was created on the ‘Movember’ app. This app allowed employees to log their daily activities, set walking targets, and monitor their progress. There

were prizes for best maintained ‘Mos’, the most number of steps and best fundraiser.

Omexom’s Movember campaign was a resounding success, achieving its goals of raising awareness about men’s health issues and promoting physical activity. The combination of growing a moustache and walking 60 kilometers gave employees a tangible way to contribute to the cause and support each other.

Our Omexom Movember winners and their magnificent moustaches:



Nick Weight



Liam Flack



COMMUNITY

Promote sustainable careers

2024

CASE STUDY: STAFF WELLBEING

Activities promoting wellbeing

Omexom New Zealand undertook a comprehensive series of wellbeing activities aimed at enhancing the physical, mental, and emotional health of its employees. These initiatives help foster a supportive and inclusive workplace environment, promoting overall wellbeing and productivity.

- Flu Vaccinations: Employees were encouraged to get their flu vaccinations through reminders

- LJM Current State Analysis: This analysis assessed the current state of employee wellbeing and identified areas for improvement

- Mental Health Initiatives: Various activities and workshops organised to support mental health awareness and provide resources for employees

- International Women's Day: Celebrated to honour the achievements of women in the workplace and promote gender equality

- Pink Shirt Day (Anti-Bullying): Employees wore pink shirts to stand against bullying and promote a culture of kindness and respect

- Men's Health Day: Raising awareness about men's health issues and encouraging preventive care

- World Blood Donor Day: Employees donated blood, recognising the importance of blood donation towards saving lives

- Daffodil Day: Supported cancer awareness

and fundraising efforts, with employees participating in activities

- World Suicide Prevention Day: Activities and communications focused on suicide prevention and mental health support

- Mental Health Awareness Week: A week-long series of events and workshops to promote mental health awareness and provide support resources

- Mental Health Day: Communications and activities to highlight the importance of mental health and wellbeing

- Women's Health Day: Focused on women's health issues, providing information and resources to support female employees

- Movember (Men's Health): Participated in Movember to raise awareness about men's health issues, including mental health and cancer

- Human Rights Day: Communications and activities to promote human rights and equality in the workplace

With an emphasis on health and wellbeing, Omexom seeks to build a supportive and inclusive workplace culture. These efforts have set a strong foundation for continued focus on employee wellbeing well into the future.



COMMUNITY

Promote sustainable
careers

CASE STUDY: SOCIAL SUPPORT

Supporting the Taupo community

Omexom New Zealand, a leading provider of energy infrastructure solutions, helped sponsor the Contact Energy Wairākei Charity Golf Tournament in July 2024.

The Contact Energy Wairākei Charity Golf Tournament is an annual event aimed at fostering relationships within the energy sector, while supporting local charities and community initiatives. Now in its 16th year, the tournament has raised a total of more than \$285,000 over the years – which Contact has given back to Taupō community groups.

The Contact Energy Wairākei Charity Golf Tournament was initiated by local Contact employees, as a way to make a positive

contribution to the community, raising funds through sponsorship through an entry fee to the tournament, while bringing together its people, contractors and suppliers.

Omexom’s sponsorship supports meaningful charitable initiatives, reinforcing the company’s commitment to social responsibility.

Last year’s recipient was Age Concern, which used funds to buy a van to transport elderly people to social events and appointments, helping address social isolation. The previous year, funds went to the APOPO youth centre, providing support and accommodation for homeless young people.



COMMUNITY

Strengthen local communities

2024

CASE STUDY: SOCIAL SUPPORT

Supporting the community

Omexom New Zealand was honoured to be named a finalist in the ***Building Sustainability through People*** category for the HRNZ Awards, alongside some amazing company.

Omexom's submission rested on a three-pronged focus for sustainability:

Social support through the **Get Connected** campaign supporting seven school children from our CSR partner schools, who were supplied with refurbished laptops from Omexom and broadband modems from One NZ

Environmental support with the **re-homing of office furniture** that were obsolete follow-

ing renovations of our offices. Furniture was saved from the landfill, with our staff taking a good number home, and a further number donated to several charitable organisation.

Community support with the **Online Market Place** programme where staff can exchange unwanted items. "One person's trash is another person's treasure," as they say. This avoids clutter for homes and trash for landfill, where Aucklanders alone contribute more than one tonne of rubbish per person per year.



COMMUNITY

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