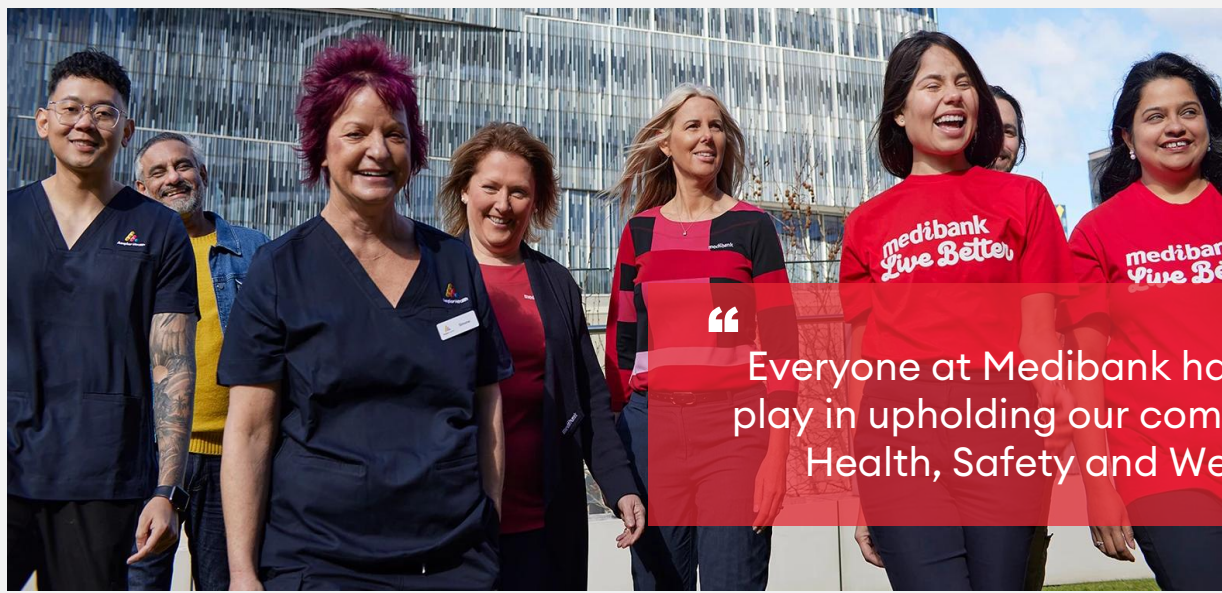


Medibank Health, Safety & Wellbeing Policy

This policy is applicable to all people engaged within the Medibank group of companies, comprising Medibank Private Limited and each of its wholly owned subsidiaries who carry out work, or may be impacted by the work being undertaken by Medibank. The term 'people' in this document includes all workers, such as employees, contractors, consultants, volunteers, work experience students and all other persons carrying out work for Medibank.

This policy will be periodically reviewed in light of any organisational and/or legislative change, significant incident, or at a minimum every two years.



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Everyone at Medibank has a role to play in upholding our commitment to Health, Safety and Wellbeing ”

Health Safety and Wellbeing Policy Statement

At Medibank, we work to create Better Health for Better Lives. We put the health and wellbeing of our people and customers at the centre of everything we do by providing a safe work environment and the best health and wellbeing experiences.

Our Goal:

We want to be the healthiest workplace in Australia, and we're committed to focusing on proactive wellbeing, injury & illness prevention and early intervention.

How we'll achieve this:

- Embed health, safety and wellbeing (HSW) considerations into everyday business activities and create opportunities that actively support our peoples' physical and mental wellbeing.
- Make our own Medibank health products and services available to our people where we can and offer employees and their families, education, tools and support to optimise their health and wellbeing.
- Apply risk management processes to identify and control physical and psychosocial hazards.
- Comply with all relevant Workplace Health & Safety legislation and regulations, and consider guidance provided in codes of practice and industry standards.
- Set measurable objectives and targets and regularly audit and improve our health and safety systems and processes.
- Define HSW responsibilities and equip leaders to lead health safety and wellbeing by example.
- Lead a proactive focus to identify and address workplace factors that can impact on mental health.
- Provide the appropriate information, training and supervision for all people carrying out work for Medibank. This includes linking the completion of annual HSW compliance training with employment and remuneration outcomes.
- Foster open communication and collaboration about health and safety by actively engaging with our people to consider changes that may impact on their health and safety and to resolve health and safety issues.
- Encourage hazard and incident reporting and investigate incidents to prevent reoccurrence.
- Provide early intervention and facilitate return-to-work for ill and injured employees.
- Promote a respectful, inclusive, and culturally safe environment where people feel safe to be themselves at work.
- Recognise the importance of flexibility and autonomy in maintaining a diverse, adaptive and high performing workforce that values health, joy and creativity.
- Allocate necessary resources to effectively deliver this policy.

David Koczkar
CEO

Mike Wilkins AO
Chair, Medibank Board