YesGroup® Company Policies

2026

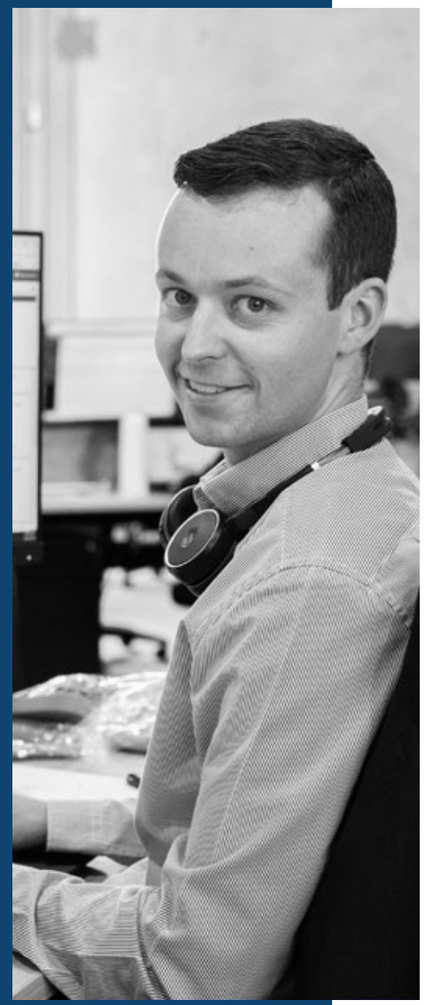
ABOUT US

YesGroup® is an alliance of Australasia's premium medical and safety distributors, united through a singular mission:

Enabling Healthcare providers to better outcomes for patients and communities.







Why YesGroup:

Our strategic partnership is built on the back of our shared, overarching commitment to provide and develop world-class products, excellence in distribution, and relentless innovation - across the spectrum of health.

Our Mission:

YesGroup's mission is to provide innovative medical and safety solutions, enabling healthcare providers to better outcomes for patients and communities.

Our Vision

To bring the innovative Yes solutions to every provider across the spectrum of health, so we can enable persons and communities to live healthier, happier lives.

DIVERSITY & INCLUSION POLICY











Introduction

At YesGroup, our approach to diversity is grounded in fostering a professional environment where individuals are valued and treated with respect. We believe in creating a workplace that is fair, inclusive, and free from bias or unfair treatment.

Professional Conduct and Respect

We expect all employees to contribute to a culture of respect and professionalism. Any form of unfair treatment, harassment, or inappropriate behaviour is not tolerated and will be addressed in line with company processes.

Valuing Differences

We recognise that our people bring a wide range of perspectives, skills, and experiences. These differences strengthen our organisation, enabling us to collaborate effectively and achieve shared goals.

Workplace Environment

YesGroup is committed to maintaining an environment where:

- Individuals are treated with dignity and respect.
- Decisions are based on merit, capability, and professional criteria.
- Everyone has the opportunity to contribute to their fullest potential.

Leadership and Accountability

Leaders at all levels are expected to set the tone by modelling respectful behaviour, encouraging open dialogue, and fostering an environment where all employees feel supported.

Communication and Awareness

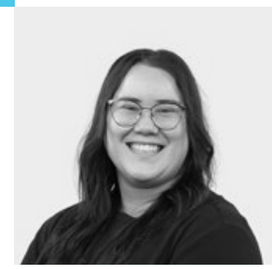
We will continue to raise awareness and encourage practices that promote respect, collaboration, and inclusivity across the organisation.

Continuous Improvement

We view diversity and inclusion as ongoing commitments. YesGroup will continue to evolve its approach to ensure a professional workplace where everyone is treated fairly and with respect.

Closing Statement

By promoting fairness, respect, and inclusivity, YesGroup strengthens its ability to collaborate, innovate, and succeed. Together, we can create a workplace where every individual feels valued and able to thrive.





COMPANY SUSTAINABILITY POLICY

Introduction and Purpose

At YesGroup, we recognise our responsibility to contribute to a sustainable future for ANZ and the planet. Our Sustainability Policy outlines our commitment to environmental stewardship, social responsibility, and economic prosperity in all aspects of our operations.

Commitment to Sustainability

YesGroup is dedicated to conducting business in a manner that respects and protects the environment, supports communities, and ensures long-term economic viability. We believe that by integrating sustainability into our decision-making processes, we can create value for our stakeholders while safeguarding the planet for future generations.

Scope

This policy applies to all YesGroup employees, contractors, suppliers, and partners, as well as to our products, services, and operations across New Zealand.

Environmental Responsibility

- We are committed to minimising our environmental footprint by reducing energy consumption, water usage, and waste generation.
- We will strive to source renewable energy where feasible and implement energy-efficient technologies and practices.
- YesGroup will prioritise the use of sustainable materials and packaging in our products and packaging design.

Social Responsibility

- We uphold principles of fair labour practices, diversity, equity, and inclusion within our workforce.
- YesGroup supports community engagement initiatives, volunteering, and philanthropic endeavours that address local needs and contribute to social well-being.
- We will work collaboratively with our suppliers and partners to ensure that they adhere to ethical business practices and respect human rights.

Economic Responsibility

- YesGroup is committed to maintaining long-term financial sustainability through responsible financial management and strategic investments.
- We will prioritise local procurement and support New Zealand businesses, contributing to the growth and resilience of the national economy.
- Our business practices will be transparent, ethical, and compliant with all relevant laws, regulations, and industry standards.

Governance and Compliance

- Sustainability performance will be regularly monitored, evaluated, and reported on to ensure accountability and transparency.
- YesGroup leadership will provide oversight and support for the implementation of sustainability initiatives across the organisation.
- We will comply with all applicable environmental, social, and governance (ESG) standards and strive for continuous improvement in our sustainability performance.

Continuous Improvement

- YesGroup will regularly review and update our sustainability goals, targets, and action plans to reflect evolving best practices and stakeholder expectations.
- Feedback from employees, customers, suppliers, and other stakeholders will be sought and valued as we strive to improve our sustainability performance.

Communication and Reporting

- We will communicate our sustainability efforts internally and externally through regular updates, reports, and engagement initiatives.
- YesGroup will be transparent about our progress, successes, challenges, and areas for improvement in achieving our sustainability goals.

Review and Revision

- This Sustainability Policy will be reviewed annually by YesGroup leadership to ensure its ongoing relevance and effectiveness.
- Revisions to the policy will be made as necessary to reflect changes in our business, regulatory environment, and stakeholder expectations.

Conclusion

At YesGroup, sustainability is not just a goal but a fundamental principle that guides our actions and decisions. We are committed to working collaboratively with our stakeholders to create a more sustainable future for New Zealand and beyond. Together, we can make a positive difference for people and the planet.





ETHICAL EMPLOYMENT & HUMAN RIGHTS POLICY



Introduction & Purpose

At YesGroup, we are committed to upholding the highest standards of ethical conduct, human rights, and labour practices in all aspects of our operations and supply chains.

Scope

This policy applies to all YesGroup employees, contractors, suppliers, vendors, and partners.

Core Commitments

- No forced or child labour (minimum age 16 or legal minimum).
- Employment must be voluntary, with lawful written terms.
- Valid proof of identity and work eligibility required.
- No retention of passports, documents, or wages.
- Fair pay, lawful working hours, and benefits.
- Safe and healthy workplaces for all.
- Non-discrimination, dignity, and respect.
- Compliance with all laws and standards.

Internal Employment Practices

- Recruitment based on merit, fairness, and transparency.
- Equal opportunity for all protected groups.
- Professional development and career growth encouraged.
- People & Culture Manager ensures compliance and oversight.

Supplier Expectations

- Suppliers must comply with all labour, employment, and H&S laws.
- No use of forced, bonded, trafficked, or child labour.
- Uphold integrity, transparency, and anti-corruption standards.
- Protect the environment and minimise negative impacts.
- Subject to audits, assessments, and corrective actions.
- Must report breaches and commit to this policy as a condition of business.

Governance & Accountability

- People & Culture Manager — internal practices.
- Supply Chain Manager — supplier compliance.
- Senior Leadership — oversight and review.

Reporting & Grievance Mechanisms

- Confidential reporting available to employees and suppliers.
- No retaliation for raising concerns.
- Allegations investigated promptly with corrective action.

Training & Awareness

- Procurement, HR, compliance, and leadership trained on risks.
- Supplier education and engagement supported where required.

Continuous Improvement

- Stronger supplier engagement and accountability.
- Improved supply chain mapping and transparency.
- Regular policy reviews aligned with evolving best practice.



Conclusion

YesGroup is dedicated to ensuring dignity, fairness, and respect across our workforce and supply chains.

COMPANY WHISTLEBLOWER SPEAK-UP POLICY



Introduction

YesGroup is committed to maintaining the highest standards of integrity, transparency, and accountability in all aspects of its operations. As part of this commitment, we encourage our employees, contractors, suppliers, and other stakeholders to report any concerns or suspicions of unethical behaviour, misconduct, or violations of laws or regulations within the organisation. This Whistleblower Speak-Up Policy outlines the procedures for reporting such concerns and ensures that individuals who come forward with information are protected from retaliation.

Scope

This policy applies to all employees, contractors, suppliers, and other stakeholders of YesGroup, regardless of their position or level within the organisation. It covers any concerns related to illegal activities, financial malpractice, fraud, corruption, conflicts of interest, breaches of company policies, or any other unethical behaviour that may harm the organisation or its stakeholders.

Reporting Procedure

1. Any individual who becomes aware of or suspects misconduct within the organisation should report their concerns promptly. Reports can be made verbally or in writing and should be directed to [Designated Reporting Officer/Team/Department].
2. Reports can be made anonymously if desired. However, providing contact information may facilitate the investigation process and enable follow-up communication if necessary.
3. Reports should include as much detail as possible, including the nature of the concern, names of individuals involved (if known), dates, times, and any supporting evidence or documentation.
4. If the concern involves the designated Reporting Officer/Team/Department, the report should be made to the next level of management or another appropriate authority within the organisation.

Investigation Procedure

1. Upon receiving a report, the designated Reporting Officer/Team/Department will promptly initiate an investigation into the matter. The investigation will be conducted impartially, confidentially, and with due regard for the rights of all parties involved.
2. The investigation may involve gathering additional information, interviewing relevant individuals, and reviewing documentation or other evidence.
3. Where appropriate, the organisation may engage external experts or legal counsel to assist with the investigation.
4. The organisation will endeavour to complete the investigation in a timely manner and will provide feedback to the individual who made the report, where possible, regarding the outcome of the investigation and any actions taken as a result.

Protection Against Retaliation

YesGroup prohibits retaliation against individuals who report concerns or participate in investigations in good faith. Retaliation against whistleblowers is a serious violation of company policy and may result in disciplinary action, up to and including termination of employment or contractual relationship.

Confidentiality

The organisation will handle all reports and investigations with the utmost discretion and confidentiality to the extent possible, consistent with the need to conduct a thorough and effective investigation.

Conclusion

YesGroup is committed to fostering a culture of integrity, accountability, and transparency. This Whistleblower Speak-Up Policy is designed to provide a mechanism for individuals to report concerns without fear of reprisal and to ensure that such concerns are addressed promptly and appropriately. By working together to uphold these principles, we can safeguard the reputation and success of our organisation.





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