

MENTAL HEALTH AND WELLBEING POLICY

PURPOSE

The purpose of this policy is for AWB Co. to establish, promote and maintain the mental health and wellbeing of all workers through workplace practices. AWB will support workers and encourage them to take responsibility for their own mental health and wellbeing. AWB Co believes that the mental health and wellbeing of our workers is key to organisational success and sustainability.

GOALS

- ▶ To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- ▶ To create a fun, inviting, inclusive & safe culture and environment
- ▶ To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- ▶ To reduce stigma around mental illness in the workplace.
- ▶ To facilitate employee's active participation in a range of initiatives that support mental health and wellbeing.
- ▶ To create and promote partnership with an EAP provider to offer support to employees

SCOPE

This policy applies to all workers of AWB Co, including external contractors, labour hire and casual worker.

RESPONSIBILITY

All employees are encouraged to:

- ▶ Understand this policy and seek clarification from management where required
- ▶ Consider this policy while completing work-related duties and at any time while representing AWB Co
- ▶ Support fellow workers in their awareness of this policy
- ▶ Collaborate with AWB Co to assist in providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- ▶ Take reasonable care of their own mental health and wellbeing, including physical health
- ▶ Take reasonable care that their actions do not affect the health and safety of other people in the workplace.
- ▶ Raise concerns if they believe a colleague may be suffering mental illness

Managers have a responsibility to:

- ▶ Ensure that all employees are made aware of this policy
- ▶ Actively support and contribute to the implementation of this policy, including its goals
- ▶ Manage the implementation and review of this policy.



COMMUNICATION – AWB CO. WILL ENSURE THAT:

- ▶ All employees receive a copy of this policy during the induction process
- ▶ This policy is easily accessible by all members of the organisation
- ▶ Employees are informed when a particular activity aligns with this policy
- ▶ Employees are empowered to actively contribute and provide feedback to this policy
- ▶ Employees are notified of all changes to this policy.

OUR APPROACH

AWB have implemented mental health champions in the workplace for employees to utilize. The champions are there to provide support and guidance; however, please note they are not trained mental health professionals. AWB Co encourages employees suffering to seek professional assistance either through personal channels, through our EAP provider ORS Group or through Mates in Construction. Details on the champions/providers can be found on the HSE noticeboard.

MONITORING AND REVIEW

AWB Co. will review this policy at least every 12 months.

Effectiveness of the policy will be assessed through:

- ▶ Feedback from workers, the Health and Safety Committee (if applicable), and management
- ▶ Review of the policy by management and committee to determine if objectives have been met.

Policy Authorised by

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19/01/2023

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19/01/2023

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