



## MENTAL HEALTH AND WELLBEING POLICY

This document outlines the Downer policy for mental health and wellbeing and applies to the Downer Group; hereafter referred to as Downer.

Downer acknowledges that the mental health and wellbeing of our employees is a core component of our Zero Harm commitment and thus key to our organisational success and sustainability.

### OUR PURPOSE

Our purpose is to provide for the mental health and wellbeing of our employees.

### OUR OBJECTIVES

To achieve our purpose, we will:

- foster a workplace environment and culture that supports and values wellbeing and mental health
- increase employee knowledge and awareness of wellbeing and mental health providing educational opportunities
- reduce stigma around mental health within our various workplaces
- expose employees to a range of initiatives that support their wellbeing and mental health
- provide our workers with workplace practices that support wellbeing and mental health
- provide quality mental wellness support services
- empower management to support the aims of our policy and the promotion and provision of wellness; and
- provide wellbeing and mental health initiatives.

All our employees share our commitment by:

- supporting and contributing to Downer's aim of providing a mentally healthy and supportive environment for all workers
- understanding and supporting our mental health requirements, practices, and initiatives
- supporting fellow workers in their awareness of mental wellness in the workplace
- taking reasonable care of their own health and wellbeing, including both physical and psychological health; and
- taking reasonable care that their actions do not affect the wellbeing, mental health, and safety of others in the workplace.

**Peter Tompkins**  
CEO and Managing Director  
Downer Group