



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