

Mental Health and Wellbeing policy

Purpose

The purpose of this policy is for Spinifex Recruiting to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

Spinifex Recruiting believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Scope

To achieve this, Spinifex aims to:

- ❖ build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- ❖ increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- ❖ reduce stigma around depression and anxiety in the workplace.
- ❖ facilitate employee's active participation in a range of initiatives that support mental health and wellbeing.
- ❖ Provide support to any employees requiring assistance with maintaining good Mental Health

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 Spinifex
- support fellow workers in their awareness of this policy
- support and contribute to Spinifex Recruiting's aim of 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.

Managers have a responsibility to:

- ensure that all workers 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.