

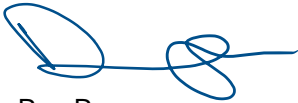
## MENTAL HEALTH AND WELLBEING POLICY

Ryan Wilks Pty Ltd aims to promote positive mental health and wellbeing, as part of its overall commitment to creating a healthy and safe workplaces and environments.

Ryan Wilks Pty Ltd is committed to implementing a number of strategies to achieve this, including:

- promoting positive mental health and wellbeing through policies, support services, information networks and regular health promotion campaigns.
- encouraging staff, sub contractors and suppliers to adopt healthy lifestyle choices through active participation in a range of initiatives that support health and wellbeing.
- engaging with external agencies to promote mental health and wellbeing and develop strategic partnerships to streamline effective supports to staff, sub contractors and suppliers.
- providing an environment that encourages staff, sub contractors and suppliers to seek support early if they have declining mental health, and, as appropriate, provide support and adjustments suitable to their work needs to help them to achieve their potential.
- providing education and professional development to all staff to further develop mental health and wellbeing awareness.
- increasing awareness and providing education around stigma and discrimination in respect of mental ill-health in order to encourage staff, sub contractors and suppliers to seek support and to improve the capacity of staff to respond effectively to support others.

This policy will be formally reviewed again May 2025



Ron Ryan

General Manager

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