

## Health and Wellbeing Policy

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We recognise that the employee health and wellbeing are integral to achieving their work performance and through this commitment ensure that all employees are fit for the duties they have been engaged to perform.

### 1. Scope

This policy applies to all employees, contractors and subcontractors.

### 2. Purpose

The purpose of this policy is to encourage a workplace environment and culture that supports healthy lifestyle choices, increase worker knowledge and awareness of health and wellbeing issues and healthy lifestyle behaviours and encourage all employees to take responsibility for their own health and wellbeing.

### 3. Policy Principles

Deterra encourages everyone to be responsible for their health and wellbeing and commits to promote and maintain a healthy workplace by:

- Preventing workplace injuries and illnesses by identifying, assessing, controlling, monitoring and reviewing hazards and associated risks.
- Providing and maintaining workplaces that are safe and healthy without risks to physical or mental health,
- Actively demonstrating and promoting a positive, inclusive and supporting working environment
- Promoting a learning culture around health and safety,
- Recognising the importance of flexible work arrangements and family friendly work practices in order to maintain a diverse, adaptive and high performing workplace.

### 4. Responsibilities

#### 4.1 Workers are encouraged to:

- Understand this policy and seek clarification from management when required.
- Consider this policy while completing work-related duties and at any time while representing the organisation.
- Support fellow workers in their awareness of this policy.
- Support and contribute to providing a safe, healthy and supportive environment for all workers.

#### 4.2 All workers 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,
- inform the manager if experiencing concerns about their ability to perform their job and such as fatigue, mental health or physical welfare,
- inform the management if they believe the policy has not been upheld.

#### **4.3 Managers have additional responsibility to:**

- Ensure all workers are made aware of this policy.
- Actively support and contribute to the implementation of this policy, including its key principles and responsibilities of all employees.
- Respond to employees who raise concerns about their ability to perform job and manage the issues throughout the day such as re-allocation of breaks or additional rest time.

### **5. Work-related injuries or illness**

Work-related injury or illness will be managed in line with good practice in injury management and our return to work procedure compliant with the relevant State/Territory legislation.

### **6. Non-work related issues or health conditions**

Where an employee is experiencing a non-work related illness or injury, Deterra may require the individual to provide medical information describing the current or potential impact of that injury/illness on their ability to safely or competently undertake their work duties.

We have adopted Family Friendly Policies, Leave Policy and Smoking Policy to not only assist workers but also to improve the wellbeing and productivity of the workplace. Employees are encouraged to familiarise themselves with the policies and discuss any concerns with their manager.

### **7. Requirement to be 'Fit for work'**

Any worker engaged to undertake tasks for Deterra must meet the minimum fitness for work requirements in order to undertake this work safely.

We may require a worker to undertake a medical assessment to determine they are fit for work by referring them to a recognised occupational health assessor.

## **8. Privacy and Confidentiality**

Only workers directly involved in a fitness for work issue can have access to information about the issue. All workers are bound by this Policy to protect the individual's privacy by maintaining strict confidentiality. A worker is entitled to a copy of any medical reports or testing results pertaining to them. Deliberately breaching confidentiality without good cause constitutes a breach of this Policy.

Medical information supplied during assessments will remain confidential unless it is deemed to pose a potentially significant safety risk.