



Mental Health and Well-being Policy – Engineering Building & Infrastructure Pty Ltd

Engineering Building & Infrastructure Pty Ltd (EBNI) is committed to the health, safety, and well-being of all our staff and stakeholders. The mental health and well-being of our employees is key to the organization's success and sustainability. Recognizing that the construction industry faces significant mental health challenges (for example, one construction worker in Australia is lost to suicide about every two days), EBNI will ensure that our work practices, environment, and culture support and protect psychological health as vigorously as physical health. Organizations are increasingly treating mental well-being as a top priority given its clear impact on safety, productivity and retention. Therefore, this Policy establishes our firm commitment to a safe, healthy and supportive workplace where mental well-being is embedded in all we do.

Scope

This Policy applies to all EBNI employees, contractors, consultants and other personnel engaged on EBNI projects, as well as to any visitors or clients involved in our operations. We will ensure relevant stakeholders are made aware of this policy through inductions, project briefings and accessible documentation. In line with our Health & Safety Management System, EBNI will integrate mental health and well-being considerations into every workplace and project, treating psychological hazards with the same diligence as physical hazards.

Policy Intent and Principles

- **Leadership Commitment:** Senior management will visibly champion mental health, embedding it into every business decision and procedure. Best-practice frameworks advise that top management should make a commitment to mental health “visible across all policies, processes and practices”. EBNI’s leaders will actively promote an inclusive and caring culture from the top down.
- **Healthy Culture:** We foster a supportive environment where open communication and respect are expected. Mentally healthy workplaces ensure “communication and consultation with workers is open and respectful” and people feel valued. EBNI will discourage stigma, encourage people to speak up, and train supervisors to respond supportively to mental health needs.
- **Legal Duty:** Under the Work Health and Safety Act 2011 (WHS Act), EBNI is required to eliminate or minimise psychosocial risks as far as is reasonably practicable. This means hazards like excessive workload, bullying, harassment or fatigue must be controlled just as we control slips and falls. We will identify, assess and manage psychosocial hazards during risk assessments, in

accordance with the model Code of Practice on psychosocial risks. Workers also have a duty to take reasonable care of their own psychological and physical health and ensure their actions do not harm others. All workers must follow reasonable instructions and procedures designed to protect mental well-being.

- **Integration with Projects:** EBNI will include mental health considerations in all project planning and procurement. For example, projects will be scheduled and resourced to allow reasonable hours and breaks. We will equip teams with the tools, training and support they need to do their jobs safely. Workplace design and workload management will aim to minimise stressors such as unreasonable time pressures or isolation.
- **Continuous Improvement:** This Policy aligns with industry and legislative guidance. We will comply with applicable WHS regulations and codes (including the model Code of Practice: Managing psychosocial hazards). The Policy will be reviewed at least annually, and updated whenever laws change or new insights emerge. We encourage all workers to suggest improvements to how we manage mental well-being.

Objectives and Commitments

To put the above principles into action, EBNI will:

- **Cultivate a Healthy Work Culture:** Promote positive interactions, teamwork and respect on site. Prevent workplace bullying, harassment and discrimination. Encourage employees to seek help early and look out for one another. For example, we will run awareness campaigns and provide clear channels for reporting concerns.
- **Develop Mental Health Initiatives:** Establish a formal mental health strategy or program. Offer resources such as counseling or an Employee Assistance Program (EAP). Ensure employees know how to access support services (internal or external). For example, many construction firms now provide EAP and find it helps workers get needed support.
- **Modify Work Organisation:** Manage workloads, deadlines and staffing to avoid excessive stress. Schedule regular rest breaks and reasonable shift rotations. Provide flexibility where possible (e.g. leave for appointments or to deal with stress). We will review job designs and processes to reduce unnecessary pressure on staff.
- **Control Psychosocial Risks:** Identify hazards such as high job demands, isolation, poor support or unsafe behaviours. Implement controls to eliminate or reduce these risks. Controls may include clear job procedures, adequate staffing levels, safe equipment and training, and measures to prevent violence or aggression. For example, Safe Work Australia recommends giving workers “the things they need to do their work safely, such as safe equipment and sufficient training” and “outlining key tasks, responsibilities and expectations clearly”.

- **Consult and Engage Workers:** Actively involve employees in decision-making related to mental well-being. Hold regular discussions (toolbox talks, meetings or surveys) about workload and stress. Seek feedback on policies and new ideas for support. We will ensure everyone knows that their input is valued and will be acted upon.
- **Encourage Healthy Behaviors:** Support programs that promote physical fitness, good nutrition and work-life balance, recognizing that these bolster mental health. Provide information on stress management techniques and resilience-building. Encourage workers to use personal leave or take breaks when needed for their well-being.

Responsibilities

- **Leadership and Management:** Senior managers and project leaders must lead by example. They will ensure this Policy is implemented and reviewed, and that resources are allocated to mental health programs. Managers and supervisors must ensure all team members are aware of this Policy and understand their role in it. They should monitor team stress levels, enforce respectful behavior, and facilitate access to support (e.g. by referring workers to EAP or counseling when concerns arise).
- **Employees and Contractors:** Everyone at EBNI has a duty to uphold this Policy. All staff and contractors are expected to:
 - Read and understand the Policy and participate in any required training. Seek clarification from management if needed.
 - Consider this Policy in daily work and while representing EBNI. For example, take reasonable care of their own mental health and well-being (including physical health), and avoid actions that could harm others' mental or physical health.
 - Support colleagues by being aware of their well-being, encouraging peers to use support resources, and contributing to a positive atmosphere.
 - Communicate any mental health or stress concerns to a supervisor or HSE officer promptly. Reporting issues early helps resolve them faster.
- **Health & Safety / HR Teams:** The HSE and HR functions will provide expertise and programs to support mental health. This includes organizing training (e.g. mental health first aid, stress management) and ensuring compliance with confidentiality and privacy laws. They will make sure all personnel know how to use EAP or other services, and will handle any sensitive information appropriately. These teams will also collect relevant data (feedback, incident records) to gauge the Policy's effectiveness.
- **All Staff:** As Safe Work Australia notes, workers must consult and cooperate with the PCBU on WHS matters. Every person onsite should follow this Policy and any mental health procedures or

initiatives that are implemented. By taking personal responsibility for their well-being and looking out for others, all employees and contractors contribute to the success of this Policy.

Training and Communication

EBNI will ensure ongoing communication and capability-building on mental health:

- All employees and contractors will receive a copy of this Policy during induction. The Policy will also be posted on site noticeboards and made available online.
- We will hold regular training sessions and toolbox talks covering mental health literacy. These may include identifying signs of stress or mental illness, understanding the company's support resources, and learning techniques for resilience. For example, best practice policies recommend training staff and supervisors on these topics in line with national guidelines.
- Senior management will periodically remind everyone (via meetings, emails or posters) of the importance of mental well-being and the supports available. Any updates or changes to this Policy will be communicated promptly.
- We will create channels for feedback, such as surveys or suggestion boxes, allowing workers to propose improvements or report issues (even anonymously if needed).

Review and Compliance

- The effectiveness of this Policy will be monitored through employee feedback, wellness surveys, and safety metrics (e.g. absenteeism or incident root causes). We will track relevant indicators (for example, rates of support service usage or number of psychosocial incident reports) to assess progress.
- EBNI will review this Policy at least annually, or whenever there are significant changes to laws or business conditions. Updates will incorporate lessons learned from incidents and new best practices.
- This Policy aligns with and supports all relevant [WHS laws](#). In particular, the Work Health and Safety Act 2011 requires PCBUs to manage psychosocial risks so far as is reasonably practicable. By implementing and updating this Policy, EBNI ensures compliance with that duty and with the broader duty to provide a safe system of work. Any contravention of this Policy or unsafe practices affecting mental health will be treated with the same seriousness as any other WHS issue.
- EBNI will cooperate with regulators and industry initiatives to continually improve workplace mental health. We are guided by national and industry standards – for example, Safe Work Australia's Code of Practice on psychosocial hazards and frameworks like the Blueprint for Mentally Healthy Workplaces.

This policy will be reviewed at least annually or whenever there is a significant change in our operations or legal requirements. Any updates will be approved by the Board. The next review date 11/07/2026.