

Mental Health and Wellbeing

Policy Statement

The purpose of this policy is for JetBlack Plumbers 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.

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

Policy

This policy applies to all employees of JetBlack Plumbers, including contractors and casual staff. We are committed to:

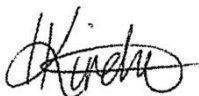
- Build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- Minimising psychosocial hazards within the workplace.
- Increase employee knowledge and awareness of mental health and wellbeing issues 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.
- Allowing flexible working environment, where practically possible.

All employees have a responsibility to:

- Understand this policy and seek clarification from management where required.
- 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.



CEO
Karla Kirch

Date: January 2025

Next Review Date: January 2026