



Psychological safety policy

recognises that a mentally healthy workplace is a key driver for organisational success and sustainability.

is committed to:

- eliminating or minimising risks to psychological health with integrated systems, policies and processes that are monitored regularly
- building and maintaining a positive and supportive environment and culture that protects from psychological injury
- increasing workers' knowledge, skills and capabilities to be resilient and thrive at work
- reducing stigma and discrimination in the workplace
- facilitating workers' participation in a range of initiatives that contribute to a mentally healthy workplace.

All workers are encouraged to:

- understand this policy and seek clarification from management where required
- identify and report on hazards and factors that may impact on workers' psychological health and safety
- consider this policy while completing work-related duties and at any time while representing

- support fellow workers in their awareness of this policy
- support and contribute to 's aim of providing a mentally healthy workplace for all workers.