

# MENTAL HEALTH AND WELLBEING POLICY



At Atlas Iron, we are committed to fostering a culture that promotes the mental health and wellbeing of our people. We aim to provide a mentally healthy work place characterised by effective risk management that enables all employees and contractors to maintain control of and improve their mental health and wellbeing.

To achieve this, we will consult with employees and contractors to:

- Foster a workplace culture that promotes the positive mental health and wellbeing of all employees and contractors which effectively responds to mental health concerns, hazards, bullying, harassment, and discrimination;
- Continuously identify, manage, monitor and learn from risks that may adversely impact the mental health and wellbeing of employees and contractors;
- Intervene at the earliest opportunity to support employees and contractors showing signs of distress with effective strategies;
- Facilitate employee, contractor and family access to appropriate services, programs and mental health management support networks including identification, recovery and return to work programs;
- Enhance employee and contractor knowledge, understanding and risk management skills to maintain and improve mental wellbeing including stress management and resilience training; and
- Train managers and supervisors to competently identify and support employees and contractors that may be experiencing mental health and wellbeing concerns.

This policy is applicable to all Atlas Iron sites, activities and services and shall be communicated to all employees, contractors and made available to the public.

Sanjiv Manchanda  
Chief Executive Officer  
Date: October 2019