

WELLBEING POLICY

UP FOR THE CHALLENGE OF TRANSFORMING LIVES

OUR COMMITMENT

To create and maintain a work environment and culture that allows our people to thrive and supports their mental and physical wellbeing.

OUR APPROACH

John Holland's values are the platform for our everyday interactions and guide our approach to health, safety and wellbeing.

Caring



We care deeply about what we do and how it affects our people's wellbeing by:

- Making wellbeing a pillar of our Integrated Management System, ensuring risks are understood and mitigated through specific management plans and embedded in day-to-day operations
- Ensuring our people, contractors and clients comply with their fitness-for-work responsibilities
- Providing workplaces that stimulate and challenge our people and protect their health

Empowering



We gain trust through action by:

- Proactively managing fitness-for-work issues, including providing support and rehabilitation
- Providing training and support to promote wellbeing and mental health, and ensuring our leaders are trained and empowered to support it
- Giving our people the tools they need to create healthy relationships and habits, and enhance their ability to cope effectively with challenges

Imaginative



We push the boundaries by:

- Offering and supporting flexible working arrangements
- Providing a business-wide network of mental health first aid responders
- Proactively identifying opportunities to enhance wellbeing

Future-focused



We're in it for the long, long term by:

- Creating and maintaining environments that support wellbeing in the workplace
- Actively collaborating with wellbeing professionals to learn from and share their expertise across the business
- Going above and beyond our legislative and customer requirements by advocating and championing wellbeing throughout the industry

Glenn Palin
Chief Executive
Officer

November 2024