

## Mental Health, Wellbeing & Belonging Policy

SJ is a diverse collective of problem solvers including architects, designers, planners, engineers, facilities managers amongst a series of functional specialists driven by progressive thinking and creative ideas to shape a better future. SJ is committed to ensuring every member of our workforce feels a sense of belonging and connectedness. We believe that the mental health and wellbeing of our employees is key to our personal fulfilment and collective success. This policy is for the purpose of establishing, promoting, and maintaining the mental health and wellbeing of our employees through workplace practices.

### Goals

1. Promote inclusion and healthy relationships:
  - Remove stigma and discrimination, including bullying and harassment, relating to mental health.
  - Facilitate belonging where employees feel safe, respected, valued, and accepted.
  - Promote inclusion, healthy relationships, and resilience.
2. Create supportive workplace environment:
  - Build and maintain a workplace culture that supports mental health and wellbeing.
  - Prevent discrimination within the workplace.
3. Increase Knowledge and Active Participation:
  - Enhance employee knowledge and awareness of mental health and wellbeing issues.
  - Facilitate employees' active participation in initiatives that support mental health and wellbeing.

### Responsibility

Managers have a responsibility to:

- Actively promote and implement this policy and its goals by providing support and guidance for employees' mental well-being and fostering a work environment that supports mental health.

All employees and contractors are encouraged to:

- Be familiar with this policy and seek clarification from management where required.
- Take reasonable care of their own mental health and wellbeing, including physical health.
- Be mindful of the impact their actions can have on others' mental health in the workplace.
- Support and contribute to SJ's aim of providing a mentally healthy and supportive environment for all colleagues.

SJ will ensure that:

- Through modelling positive behaviours and practices, the leadership teams are committed to championing and promoting mental health knowledge in our practices, policies, planning and decision-making.
- The policy is made available during induction and is accessible by employees.
- We encourage empowerment and active feedback regarding the policy.



**Sean Chiao**

Group Chief Executive Officer

**Effective Date:** 13 July 2024

**Review Date:** 13 July 2025