

## DYNAMIC METAL RE-CYCLING 2022

# MENTAL HEALTH POLICY

### POLICY STATEMENT

This company is committed to ensuring that people who work for us can live their lives free from mental illness by minimising risks to mental health and maximising the prospects of full recovery for those who experience poor mental health as a result of work, and to provide support and accommodation for those who are recovering from a mental illness that is not work-related. To achieve this, we will

- embed mental health and safety risk management processes into workplace health and safety management systems to ensure that both physical and mental health and safety are supported, and
- develop a culture, skills and environment that empowers workers to raise and better recognise mental health issues in order to assist themselves and their colleagues.

### AIMS AND OBJECTIVES

We will provide and maintain, so far as is reasonably practicable, a safe and healthy work environment in our workplaces that extends to the psychological and psychosocial health, safety and well-being of all persons who work for the company in any capacity.

We will adopt an integrated approach to mental health and well-being by:

- promoting positive mental health by developing positive aspects of work and worker strengths and capacities through proactive programmes and positive leadership
- protecting mental health by reducing work-related risk factors, and
- addressing mental health injury or illness by providing pathways to appropriate support, promoting recovery and return to work.

### RESPONSIBILITIES

We will ensure, so far as is reasonably practicable, that workers, employees and other people are not exposed to risks to their psychosocial health and safety arising from the company's business or undertakings.

Officers of the company must exercise due diligence to ensure that the company complies with its health and safety duties and obligations in relation to mental health. This includes taking reasonable steps to gain an understanding of the psychosocial hazards and risks associated with the operations of the company, and to ensure that the company has and uses appropriate resources and processes to eliminate or minimise risks to psychological health.

Workers and employees must take reasonable care for their own health and safety and to not adversely affect the health and safety of other persons, and comply with any reasonable instruction or policy given by the company to enable it to comply with its mental health duties under the relevant Act.

### AUTHORISED BY

Signed: \_\_\_\_\_ Date: \_\_\_\_\_