

MENTAL HEALTH AND WELLBEING STANDARD

Purpose

The mental health and wellbeing of people carrying out work for KGL Resources (**KGL**), including as officers, employees, volunteers and contractors (**Workers**) is key to our organisational success and sustainability.

This Standard applies to KGL and to all of its Workers.

We are committed to ensuring that our workplace is Mentally Healthy – ‘a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to contribute to their community’ (WHO).

It is vital to establish, promote and maintain the mental health and wellbeing of our Workers through workplace practices and encourage everyone to take responsibility for their own mental health and wellbeing.

This Standard should be read in conjunction with KGL’s other policies including its Bullying and Harassment Policy and Diversity and Inclusiveness Policy.

For discrimination to be unlawful, it must be based on one of the specific attributes prescribed in Commonwealth or State anti-discrimination legislation. These attributes include sex, age, political belief, gender identity, sexual orientation, disability, parental or family responsibilities, pregnancy, and race, colour, ethnical origin.

Discrimination may also be unlawful if it is based on a person’s association with or relation to a person identified on the basis of one of the above attributes.

Mental Health and Wellbeing Objectives

KGL is committed to and accountable for:

- Building and maintaining a workplace environment and culture that supports mental health and wellbeing and prevents discrimination, bullying and harassment.
- Increasing Worker knowledge and awareness of mental health and wellbeing issues and behaviours.
- Reducing the stigma around depression and anxiety in the workplace
- Providing early intervention services and access to support to relevant employees, through its Employee Assistance Program (EAP).
- Promoting return to work support for Workers who are returning after a period of leave.
- Facilitating Worker active participation in a range of initiatives that support mental health and wellbeing

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KGL Workers are accountable for:

- Complying with this Standard while completing work-related duties and at any time while representing KGL..
- Supporting and contributing to KGL's aim of providing a mentally healthy and supportive environment for all Workers.
- Supporting fellow staff in their awareness of this Standard.
- Understanding this Standard and seeking clarification from management where necessary.



Simon Finnis
Managing Director

12 October 2021



INTEGRITY
We do what we say



ACCOUNTABLE
We own our actions



RESPECTFUL
We act with dignity



SUSTAINABLE
We achieve robust outcomes

| Document Information | |
|----------------------|---|
| Doc Ref: | KGL-STD-01 Mental Health and Wellbeing Standard |
| Author: | CFO |
| Status: | Approved |
| Version: | 1.0 |
| Date Created: | 10/09/2019 |
| Date Issued: | 15/10/2019 |
| Location: | Corporate Office |

Revision History

| Version | Date | Author | Description |
|---------|------------|--------|--------------------------|
| 1.0 | 15/10/2019 | CFO | Initial Standard Adopted |

Distribution History

| Version | Date | Description |
|---------|------------|---------------------|
| 1.0 | 06/01/2022 | Uploaded to website |