

Mental Health and Wellbeing

Policy Statement

The purpose of this policy is to establish, promote and maintain the mental health and wellbeing of all JetBlack Plumbers personnel through supportive workplace practices. JetBlack Plumbers believes that the mental health and wellbeing of our staff is essential to organisational success, safety and sustainability. This policy applies to all employees, contractors and casual staff.

Leadership, Culture & Prevention

JetBlack Plumbers is committed to:

- Building and maintaining a workplace environment and culture that supports mental health and wellbeing.
- Preventing discrimination, bullying, harassment and behaviours that undermine psychological safety.
- Minimising psychosocial hazards within the workplace.
- Reducing stigma related to mental health conditions such as anxiety and depression.
- Supporting flexible working arrangements, where practical, to promote work life balance.

Awareness, Knowledge & Engagement

- Increase employee knowledge and awareness of mental health issues, stress, fatigue and wellbeing behaviours.
- Encourage employees to actively participate in wellbeing programs, initiatives and activities.
- Promote open communication to support early identification of mental health concerns.
- Provide access to a confidential Employee Assistance Program (EAP) for all personnel, offering professional mental health support.

Roles & Responsibilities

All Employees

- Understand this policy and seek clarification when required.
- Take reasonable care of their own mental and physical wellbeing.
- Ensure their actions do not negatively impact the health and safety of others.
- Report concerns, hazards or behaviours that may affect psychological safety.

Management

Ensure all workers are aware of this policy and its expectations.

- Support and promote the implementation of mental health and wellbeing initiatives.
- Monitor work environments for psychosocial risks such as workload, fatigue, conflict or stress.
- Provide early intervention, guidance and access to support where required.
- Encourage employees to access the EAP when appropriate and ensure they understand how to use the service.
- Participate in the review and continuous improvement of this policy.

Commitment to a Mentally Healthy Workplace

JetBlack Plumbers is committed to:

- Providing a safe, respectful and supportive workplace.
- Continually improving initiatives that promote mental health and wellbeing.
- Offering an Employee Assistance Program (EAP) as a free, confidential support service for employees and their families
- Supporting employees through access to resources, early intervention and wellbeing programs.
- Integrating mental health considerations within our WHS Management System and overall organisational practices.

Review

This Mental Health & Wellbeing Policy will be reviewed annually or when significant changes occur.



CEO
Karla Kirch

Date: January 2026

Next Review Date: January 2027