



EMERALD

RESOURCES NL

ACN 009 795 046

MENTAL HEALTH POLICY

The purpose of this policy is for Emerald Resources NL (Emerald) to protect, support and promote the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing. Emerald is committed to promoting positive mental health and wellbeing and believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Scope – This policy applies to all employees of Emerald, including contractors, casual staff and volunteers (where applicable).

Goals - Emerald aims to:

- Build and promote a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment);
- Increase employee knowledge and awareness of mental health and wellbeing issues and behaviour;
- Encourage staff to talk openly about mental health and reduce stigma around depression, anxiety and suicide;
- Support staff with a mental health condition, regardless of the cause;
- Actively identify, assess and minimise risks related to mental health and wellbeing;
- Promote positive mental health and wellbeing; and
- Facilitate and encourage employees' access to ,and active participation in, a range of initiatives that support mental health and wellbeing.

Responsibilities - Both employers and employees have a role to play in building a safe and healthy environment and culture. All employees are encouraged to:

- Review/read this policy and seek clarification from management where required;
- Consider this policy while completing work-related duties and at any time while representing Emerald;
- Support colleagues in their awareness of this policy; and
- Support and contribute to Emerald's aim of providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- Take reasonable care of their own mental health and wellbeing, including physical health; and
- Take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- Ensure that all workers are made aware of this policy;
- Actively support and contribute to the implementation of this policy, including its goals; and
- Manage the implementation and review of this policy.

Authorised on behalf of the Emerald Board of Directors.

Morgan Hart
Managing Director

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