

Mental Health Policy



1. Company Principles

The management of ABC Company believes that the physical and psychological well-being and safety of its employees are not only key corporate values but also factors contributing to ABC Company's organizational and financial success and sustainability. ABC Company management also recognizes that employees and the Company have a shared responsibility to promote and enhance working relationships consistent with the principles of mutual respect, confidentiality and cooperation.

2. Company Commitment

In accordance with these principles, ABC Company is committed to working collaboratively with its employees to create and sustain a psychologically and physically healthy and safe work environment.

3. Establishment of Committee

To further this commitment, ABC Company has established a Psychological Health and Wellness Committee to serve as a primary steward for the process. Recognizing that employee participation is an essential component, through this Committee, employees are authorized and expected to participate in the development, implementation and continual improvement of a psychologically healthy work environment.

4. Committee's Roles & Responsibilities

The Psychological Health and Wellness Committee will:

- Foster an organizational culture that promotes psychological health and safety;
- Ensure compliance with relevant Occupational Health and Safety laws as well as applicable best practices, guidelines and voluntary standards affecting workplace mental health, which may include the National Standard on Psychological Health and Safety;
- Provide and sustain the infrastructure and resources to create and maintain a system that promotes a psychologically healthy and safe workplace;

- Evaluate the system's effectiveness on a regular basis;
- Create and maintain a culture of continuous performance improvement by establishing targets for improvement, performance indicators, reports on performance and the undertaking of program audits;
- Integrate into existing and future operational policies and processes structures and practices that support and promote psychological and physical health and safety in the workplace;
- Regularly evaluate and address workplace hazards and introduce preventative and protective measures to address hazards and provide appropriate training, awareness and competency development;
- Actively seek and consider input from employees with respect to policies, programs and available supports;
- Value contractors and suppliers that demonstrate commitment to and leadership in the area of workplace mental health and wellness; and
- Follow the principles of confidentiality as per applicable internal policies and legislative requirements in its interactions with employees. This extends, but is not necessarily limited, to the reporting of information and data gathered through internal processes (recruitment, employee surveys, payroll, and benefits) and procedures (accident/incident investigations, leave reporting).