

Mental health and wellbeing policy



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At Copper Mines of Tasmania, we want to establish, promote and maintain the mental health and wellbeing of all staff through supportive workplace practices, and encourage staff to also take responsibility for their own mental health and wellbeing.

Copper Mines of Tasmania believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Copper Mines of Tasmania strives to:

- **Build and maintain 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 behaviours.**
- **Reduce stigma around depression and anxiety in the workplace.**
- **Facilitate employees active participation in a range of initiatives that support mental health and wellbeing.**

Copper Mines of Tasmania will ensure that:

- **All employees receive a copy of this policy during the induction process**
- **This policy is easily accessible by all members of the organisation**
- **Employees are empowered to actively contribute and provide feedback to this policy**

Copper Mines of Tasmania will review this policy every twelve months.

Effectiveness of the policy will be assessed through:

- **Feedback from workers, and management, and review of the effectiveness of the policy to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.**

Peter Walker
General Manager Care & Maintenance
Copper Mines of Tasmania