



# Mental Health & Wellbeing Policy

Policy Number: P10.2

## Introduction

Metro Mining is committed to supporting, promoting and maintaining a mentally healthy workplace.

The commitment and participation of all team members in promoting positive mental health and wellbeing is essential to creating a supportive, responsive, and productive working environment that benefits everyone. Metro Mining see this as essential to business success and sustainability.

## Scope

This policy applies to the Company’s Board of Directors, employees and contractors.

## Objectives

Metro Mining aims to:

- » Build and maintain a positive and supportive environment and culture that prioritises a mentally healthy workplace and protects its people from psychological injury;
- » Minimise risks to psychological health through the development of the work environment, systems, policies and processes;
- » Increase knowledge, skills and capabilities of its workers to enhance resilience and support a mentally healthy workplace;
- » Reduce the stigma and eliminate discrimination in the workplace in relation to mental health issues;
- » Provide early intervention services and access to support i.e. Employee Assistance Program (EAP);
- » Promote return to work support for employees and staff after mental health illness;

- » Promote a zero-tolerance approach to workplace bullying and harassment;
- » Promote and facilitate active participation in a range of initiatives supporting mental health and wellbeing.

## External Support

Metro Mining has engaged Gryphon Psychology to provide an Employee Assistance Program which includes counselling services.

This Policy covers all aspects of our operations and should be considered with Metro Mining’s Health and Safety Policy.