

# Employee Wellbeing Policy

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Mackay Sugar is committed to the health and safety of all employees and contractors ensuring that no person commences or continues to work if it is known that they are not fit for work. We recognise that performance impairment may be influenced by a range of factors including fatigue, psychological stress, illness, injury, as well as the use of medication, illicit drugs and alcohol.

## Primary Goal:

**To maintain and improve the lifestyle, fitness and health of all employees through promoting and ensuring employee fitness for work.**

## Objectives:

The objectives of this policy are to:

- Develop, in consultation with employees and their representatives, workplace specific procedures to address lifestyle, fitness and health issues;
- Inform and educate employees and contractors on the potential impacts of medication, illicit drugs, alcohol, tobacco, fatigue and other issues relating to their general wellbeing and work performance;
- Recognise that fatigue, the use of illicit drugs or the misuse of alcohol or medication may be symptoms of other underlying issues;
- Build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment);
- Communicate to all employees methods to access appropriate assistance for any issue that may impact fitness for work;
- Prohibit the possession or consumption of illicit drugs or the unauthorised use of alcohol on company premises or sites;
- Monitor hours of work and fatigue levels, and implement appropriate management programs;
- Encourage employee wellbeing and proactively manage risks of illness;
- Encourage employees to take periodic leave to maintain the life balance between work, family and friends;
- Protect staff and contractors by providing a smoke-free workplace; and
- Provide access to confidential employee assistance and counselling services for the benefit of all employees and their immediate families.

This policy and its associated procedures will be applied to all personnel engaged by Mackay Sugar equitably and without discrimination. We strive to ensure that all employees are fit for work in order to minimise the risk of injury or illness to themselves and to others.

**Jannik Olejas**  
**CHIEF EXECUTIVE OFFICER**  
**16 September 2021**