

Health and Wellbeing Policy

Statement

Our people are the heart and soul of Landscape Australia Construction. We strive to create a workplace that attracts and retains the best professionals in the industry who bring their expertise and passion to every project.

By establishing this policy, LAC commits to providing resources, guidance, and opportunities that empower our workforce to thrive both personally and professionally. By fostering a culture of care, we aim to nurture the overall happiness, productivity, and fulfillment of all those who contribute to our organisation.

Scope

This Policy applies to Full-time, Part-time, casual and contract employees of Landscape Australia Construction (LAC).

Objectives

Physical Health:

- Encourage and support regular exercise and physical activity through promotion, education and access to physical activity and movement opportunities.
- Promotion of healthy eating habits and availability of nutritious food options at workplace events.
- Ensure workspaces have been considered for correct ergonomics to prevent injuries.
- Promote a smoke free workplace environment and support employees seeking to quit.

Mental and Emotional Wellbeing:

- Provide access and promote the use of LAC's Employee Assistance Program (EAP).
- Provide education and strategies for stress management and work-life balance.
- Provide support for addressing burnout and promoting overall mental wellness.
- Promote awareness and de-stigmatisation of mental health issues.

Flexible Work Arrangements:

LAC acknowledges the importance of work-life balance and provides provision for flexible work arrangements, remote work, and other practices that support employees' needs where practical and appropriate to the role.

Healthy Workplace Environment:

LAC is committed to maintaining a safe and supportive workplace environment. We will do this by implementing measures such as:

- Having a zero tolerance to workplace harassment and discrimination.
- Promoting respectful communication and teamwork.
- Providing resources for conflict resolution.
- Maintaining the standards within the Diversity and Inclusion Policy (LAC-POL-02)

Leave Entitlements:

LAC encourages its employees to use their leave entitlements to ensure they take time off when needed. We want our employees to function at their very best and allow leave to be taken without repercussions.

Communication:

LAC will communicate safe and appropriate health and wellbeing-related information to employees that is safe and appropriate including updates, resources, and events through its communication channels including Email, WhatsApp, and Printed media.

Associated Policies

- (LAC-POL-04) Smoke free workplace policy
- (LAC-POL-14) Drug and Alcohol Policy
- (LAC-POL-02) Diversity and Inclusion Policy

We will regularly review and update our Health and Wellbeing policy to ensure that it remains relevant and effective. We expect all employees and contractors to support and adhere to this policy.



Steve Roper
General Manager