

At Dewpoint Group we are committed to reducing harmful mental health impacts which can arise in the working environment. We seek to provide a safe and supportive workplace for employees and subcontractors, fostering a culture of positive interactions and proactive mental health awareness that aligns with the Queensland Suicide Prevention Plan 2019-2029.

Dewpoint Group recognizes the importance of providing early intervention, resources, and ongoing support to personnel affected by mental health and suicide risks, and the proactive steps that must be taken to ensure a positive return to work process for those who are affected by mental health and suicide.

The framework below is a commitment to how Dewpoint Group will commit to our policy of workplace mental health and suicide prevention.

Reduce the harmful impacts of work on mental health:

- Conduct regular risk assessments of workplace practices, environmental factors and workload management, to identify and mitigate stressors that may negatively impact mental health.
- Endeavor to train managers and supervisors in supportive leadership practices that foster an inclusive and empathetic workplace culture.

Provide mental health and suicide prevention literacy:

- Provide access to mental health awareness and suicide prevention training.
- Share educational resources and encourage open communication, reducing stigma and promoting a culture where employees feel safe to discuss their concerns.

Facilitate early intervention and treatment:

- Offer access to confidential Employee Assistance Programs (EAPs).
- Implement early identification of mental health issues through regular check-ins, employee surveys, and feedback mechanisms.

Provide return-to-work and ongoing support:

- Develop personalized return-to-work plans and provide flexible work options as needed.
- Encourage peer support initiatives that emphasizes respect, collaboration, and support in a safe environment.

Promote work's positive impact on mental health:

- Implement recognition programs that celebrate employee achievements and contributions, fostering a sense of belonging and purpose.
- Promote activities and programs that encourage physical activity, healthy eating, mindfulness, and other positive lifestyle practices that contribute to overall mental well-being.

Everyone has a part to play regarding mental health and suicide prevention. These responsibilities are but not limited to:

Management

- Ensure that this policy is implemented and adhered to across all departments.
- Provide necessary resources and support to facilitate the initiatives outlined in this policy.
- Actively participate in training and awareness programs related to mental health and suicide prevention.

Supervisors

- Monitor the well-being of team members and provide support as needed.
- Promote a positive and inclusive work environment.
- Ensure that any signs of distress or mental health issues are addressed promptly and appropriately.

Employees

- Participate in training and awareness programs.
- Support colleagues and foster a culture of openness and support.
- Seek help and report any concerns about mental health or suicide risk to a supervisor or through the appropriate channels.

Dewpoint will endeavour to ensure this policy is implemented in full and that they do what is reasonably practicable to ensure the safety of their workers.



Silvio Fiorin and Robert Anderson - Directors

21 March 2025