

MENTAL HEALTH & WELLBEING POLICY STATEMENT

With over 100yrs experience Lowcock Builders is a fast growing, highly experienced and respected commercial and residential construction company servicing Bowen and The Whitsundays.

Lowcock Builders' Mental Health and Wellbeing Policy is designed to developing and maintaining a safe place of employment for all staff, contractors and visitors associated with our operations. This is to be read in conjunction with and is an extension other key policy statements designed to ensure overall wellbeing including Psychosocial Hazards Policy Statement.

OBLIGATIONS

- Lowcock Builders are committed to develop appropriate strategies, guidelines and training for all staff to understand mental health issues, how these can be identified in work colleagues are steps we can take to provide necessary assistance to people in need.


OBJECTIVES

- Create and maintain a safe work environment for employees, contractors and visitors;
- Provide adequate training to staff to recognise that others may be struggling mentally and / or considering suicide;
- Communicate our commitment to encourage staff to speak up if they are having issues;
- To induct all workers, contractors and visitors on site on this policy and procedures;
- To ensure no one on our sites self-harm and / or suffer from mental health issues.

WE WILL MEET THESE OBJECTIVES BY

- Develop Policy and procedures, including Psychosocial Hazards Policy and Risk Register;
- Ensure all internal staff and contractors on site are inducted into this policy and how to access relevant assistance if required;
- Align with external organisations that specialise in mental health / Suicide issues such as Mates in Construction;
- Train internal staff to be Connectors to identify people that are potentially suicidal and assist them to seek professional assistance and / or intervene if a situation occurs;
- Actively promote Mates in Construction and other EAP programs for staff to access;
- Provide any assistance within our capacity e.g. modify work hours, allow access to holidays etc;
- Provide ongoing care for those affected including counselling and peer support and development of reintegration plans if required;

To implement this policy, we shall focus on the needs of our business with reference to consistently meeting our clients and project requirements. Our quality management system will provide a way to monitor system issues and promote company improvements and growth.



John Lowcock, Managing Director
09/06/2025