



MANAGEMENT APPROACH

Health & Wellbeing

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GOVERNANCE

The NCIG Board oversees strategic and sustainability-related decisions, including health and wellbeing, and reviews quarterly sustainability reports from management covering performance metrics, incidents, and compliance.

RISK MANAGEMENT

The Executive Leadership Team (ELT) is responsible for strategy implementation and risk management, with the People and Culture Team managing day-to-day health and wellbeing performance. Risks are reviewed annually, and Risk Control Action Plans (RCAPs) are put in place to manage materially high risks.

METRICS & TARGETS

The ELT establishes goals every three years aligned with strategy and budget cycles. Performance is tracked using relevant legislated, industry, and global sustainability metrics. For health and wellbeing, we monitor our absenteeism rate and number of health and wellbeing activities undertaken.

COMMITMENT

We put our people's safety, physical and mental health first.

GOAL

To maintain a workplace that protects and promotes good mental health and wellbeing – focus on leaders.

FY27 TARGET

To undertake four health-related activities each year.



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SYSTEMS AND PROGRAMS

Health & wellbeing program

NCIG's award-winning health and wellbeing program, Bounce, focuses on various health and wellbeing issues including weight loss, improving nutrition, increasing fitness and movement, as well as sleep quality and mental health. It also includes an optional comprehensive biennial health assessment comprising a pre-screen questionnaire, a health screening, a medical screening, and an audiometry assessment.

Mental health strategy

NCIG's mental health strategy incorporates a staged long-term plan that is delivered through our current health and wellbeing program, Bounce, to improve the mental health focus, engagement, education, and support across the business.

Mental health campaigns

Breathe Better, Bounce Together

Our Breathe Better, Bounce Together program supports employee mental health. Guided by employee feedback and health assessment data, the weeklong initiative features hands-on experiences like breathwork, resilience workshops, and ice baths. Collaborating with mental health professionals from Lifeline Hunter, Mental Health Movement, and NewPsych Psychologists, the program encourages open dialogue and helps foster a more supportive and mentally healthy workplace.

GOODE MOment

NCIG's GOODE MOment mental health campaign is named in honour of a former colleague who lost his battle with mental health. NCIG employees and contractors take part in workforce-led initiatives that aim to improve mental health awareness. Events have included a great GOODE bake-off, GOODE barbecues sponsored by long-term contractors, and a 'walk and talk', which brings staff and contractors together to talk about mental health experiences.

Employment benefits

NCIG offers all employees a range of fully funded health and wellbeing benefits, which aim to help our people remain fit for work, functionally complete their work and be engaged while at work. These include initiatives to help our people better know their health, such as free physiotherapy for non-work-related activities, dietitian assessment, gym memberships, and participation in sponsored sporting events. We also encourage them to improve their health by providing a biennial health assessment, Bounce Program (see above), weight and BMI monitoring, an exercise physiologist, flu vaccines and immunisations, and dietician services.

TRAINING AND COMMUNICATION

The importance of health and wellbeing at NCIG is communicated through the site induction training for employees and contractors. We also communicate to our workforce during quarterly communication sessions.

REPORTING

We publicly report our health & wellbeing performance in our annual Sustainability Report and in our bi-annual ESG scorecards on our website.

AWARDS & RECOGNITION

2020 - Hunter Safety Awards

NCIG won the WHS Business of the Year at the 2020 Hunter Safety Awards. The award recognises businesses and individuals in the Hunter region across 13 different categories of health and safety, including mental health.

2017 - NSW Minerals Council HSEC Awards

NCIG won the NSW Minerals Council's 2017 Health Excellence Award for its health and wellbeing program designed to proactively assist and encourage employees and contractors to improve their physical and mental health.

