



# MANAGEMENT APPROACH

## Health & Wellbeing



### 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.

### FY24 TARGET

To provide 80% of employees with mental health training.

Our people are at the heart of our business and the prevention and active management of their health and wellbeing is high priority at NCIG.

Our people are at the heart of our business and the prevention and active management of any injuries to our workers is our number one priority. Our culture encourages safe behaviours and fosters an environment where workers feel safe to speak freely about and proactively manage health and safety matters, including mental health. According to the Australian Bureau of Statistics, 45% of Australians aged 16-85 will experience a mental health condition in their lifetime. We recognise that everyone has a mental health and that our workers are not exempt from the effects of poor mental health.

## SYSTEMS AND PROGRAMS

### Health and 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

NCIG’s GOODE MOment mental health campaign is named in honour of a former colleague who lost his battle with mental health. Each year 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 barbeques 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 are engaged while at work. These include initiatives to help our people better know their health, such as free physiotherapy for non-work-related activities, weight loss challenges, gym passports, 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.

## **MANAGEMENT**

Day-to-day management of our health and wellbeing performance is overseen by NCIG's Health, Safety, Environment and Community (HSEC) team and our People and Culture team. Performance and progress against our goals and FY24 targets is overseen by our Executive Leadership Team and by the NCIG Board.

## **MEASURING OUR PROGRESS**

We measure our progress by monitoring and reporting our performance statistics through our monthly business scorecard, which is overseen by the Executive Leadership Team. The scorecard tracks absenteeism rate, participation in Bounce program, number of leaders and employees who have received mental health training.

## **REPORTING**

We report our performance and progress regarding health and wellbeing in our annual Sustainability Report, which is available on our website.

## **AWARDS & RECOGNITION**

### **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.

### **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 contractor to improve their physical and mental health.

