

# MENTAL HEALTH POLICY

At Mineral Resources Ltd (MRL) our people are our most important asset. We recognise that mental health is central to the health, safety and wellbeing of our people.

The purpose of this Policy is to outline MRL's commitment to integrate positive mental health into our culture and practices throughout our health and wellbeing framework. We aim to assimilate mental health strategies across our business to give our people the confidence, willingness and ability to respond to the mental health needs of themselves, their colleagues and their families at the earliest opportunity.

## SCOPE

This Policy applies to all MRL stakeholders, defined for this purpose as employees (including contractors and consultants) and Directors for all entities within the MRL Group.

## OUR COMMITMENT

MRL commits to:

- ▶ Promoting “help seeking behaviours” through positive mental health and resilience in our workplaces through enhanced mental health literacy;
- ▶ Providing education and training to recognise and respond to mental health symptoms including suicide behaviours at the earliest opportunity;
- ▶ Building the competency and confidence of stakeholders across the business to assess mental health risk and intervene early;
- ▶ Engaging with our people and providing opportunities for stakeholders to be part of the change toward positive mental health;
- ▶ Providing workplaces that prioritise health, wellness and safety for all of our people;
- ▶ Encouraging strength based, and capacity building, language when discussing mental health in the workplace;
- ▶ Using effective preventative and early intervention models to support staff toward positive mental health and wellbeing; and
- ▶ Providing evidence informed mental health training for leaders in our business.

## OUR GOAL

Our goal is for MRL to be recognised as a leading provider of mental health education, support and services for our people. This will be achieved through the provision of evidence informed initiatives that impact positively on the mental health and wellbeing of all stakeholders, their families and the communities in which we work.

## OUR RESPONSIBILITY

Leaders at all levels are required to comply with this Policy as well as any associated policies, procedures and processes. All leaders are expected to embrace and build positive mental health into their teams, and to demonstrate their ongoing commitment to fostering a work environment where people are valued, included, and able to reach their full potential.

## RELATED DOCUMENTS

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Code of Conduct & Business Integrity

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Discrimination, Harassment and Bullying Procedure

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Health & Safety Policy

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Diversity & Inclusion Policy

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Whistleblower Policy

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Whistleblower Procedure

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Sustainability Policy

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Human Rights Policy

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## REVIEW OF POLICY

This Policy will be reviewed, revised and re-published where necessary to ensure that it remains relevant and appropriate to MRL's activities.



**Chris Ellison**  
Managing Director  
31 August 2021