



THE ROAD TO POSITIVE MENTAL HEALTH

“BUILDING STRONG CONNECTIONS”

The background image shows two men in construction attire standing on a dirt site. The man on the left wears a white hard hat, safety glasses, and a high-visibility orange and black jacket. The man on the right wears a white hard hat, sunglasses, and a high-visibility orange and grey jacket. They are both smiling and looking towards the right. In the background, there is a large industrial building and a piece of construction machinery (an excavator) under a bright, hazy sky at sunset or sunrise.

BUILDING STRONG CONNECTIONS

Winslow is determined for our employees to be in a state of wellbeing where they feel good, function well and cope with the normal stresses of life. To learn and work productively where they can use their talents and abilities effectively.

Winslow has always recognised the need to support our construction workforce to feel safe and comfortable about reaching out and talking about mental health issues with recognised agencies, support persons or each other.

Winslow is a leader in mental health support in civil construction and continues to be committed to raising the awareness and understanding of the benefits of positive mental health through our integrated inhouse employee engagement initiatives and Health Safety Environment (HSE) initiatives.

The support for our employees comes naturally to us through our core values (FACES) and Business Pillars and is embedded in our business strategies and processes. FACES is critical to fostering an alignment of behaviours and clarity of expectations across Winslow. They are important markers that help define the positive culture we have.

WHY WE ARE EXTRA PASSIONATE ABOUT SUPPORTING POSITIVE MENTAL HEALTH.

Our people are our business...

We understand construction industry workers are one of the most vulnerable when it comes to suicide rates.

We operate in a challenging work environment that is remote, often isolated and is physically demanding. Most of our employees work on projects in the field. Labourers and operators are high-risk groups, where the suicide rates are markedly above the general population.

Workers in the construction industry have a higher risk of suicide (53%) when compared to other employed men in the country. (*Australia Building and Construction Industry – Blueprint for Better Mental Health report 2018-2022*).

We pride ourselves on being welcoming and friendly. We build positive and respectful cultural and intergenerational relationships. We want to be approachable, so it is not a burden to be an employee who needs help.

"The statistics around the construction industry and mental health are alarming, with workers in this industry six times more likely to die from suicide than an accident at work." (*Mates In Construction*).



“THE STATISTICS AROUND THE CONSTRUCTION INDUSTRY AND MENTAL HEALTH ARE ALARMING, WITH WORKERS IN THIS INDUSTRY SIX TIMES MORE LIKELY TO DIE FROM SUICIDE THAN AN ACCIDENT AT WORK.”

WINSLOW'S MENTAL HEALTH APPROACH

The aim of Winslow's mental health strategy is to:

- Identify, assess and control mental health hazards.
- Promote good mental health and wellbeing for all.
- Raise awareness of where to go for support for mental health concerns.
- Decrease the stigma of talking about mental health.
- Upskill our employees to help support colleagues.
- Provide the logistical means for ensuring delivery of initiatives that suit our dispersed and diverse workforce.
- Partner and connect with likeminded mental health agencies.
- Improve positive mental health of our employees.
- Create the opportunities to strengthening employee connections.
- Enhance the wellbeing of employees in the workplace.
- Improved access to support services and reducing barriers for use.
- Increase understanding of an individual's own mental wellbeing.

Winslow's mental health approach is a significant element of Winslow Wellness Framework that identifies, assesses and delivers mental health activities across the business.

It brings together a range of work including policies, reports, promotions, learnings, support, finding help, prevention information and delivery of services.

Our national approach to mental health **stimulates local tangible strategies** for our projects. No matter where you are, you are part of the Winslow family and there is support available.

We continually encourage our employees to actively seek help if they need it and have visible mechanisms in place to help guide and support them. We want our employees to be able to find and

“WINSLOW PRIORITISES MENTAL HEALTH MANAGEMENT FOR OUR PEOPLE BUT ALSO BECAUSE IT IS GOOD BUSINESS AND GOOD FOR THE WIDER COMMUNITY.”



access information and advice on mental health and wellbeing, if and when required.

We empower our leaders to guide employees to seek the support needed as we are all there to support each other.

Winslow recognises that **mental health is a complex issue** and works closely with highly skilled mental health agencies to seek guidance, support our efforts and provide more avenues for information and support for our employees.

Winslow recognises the responsibility of managing the risk of psychosocial hazards in the workplace and strives to maintain a safe place of work is good for businesses, good for workers and good for the community.

LISTENING TO OUR EMPLOYEES

Our mental health initiatives are developed from understanding the needs of our employees.

We gather information and feedback from a number of sources.

Surveys and interviews

We survey our employees every two years around men's health topics including mental health.

Observing and Monitoring

Through our trained mental health first aiders, we observe employee behaviour, mood and interactions. Looking for changes that are not in keeping with the broader team.

EAP reports

EAP reports provide generic information on reasons employees and their families access the service and frequency.

Feedback from Supervisors and Managers

We encourage open communications between supervisors / managers and employees.



TRAINING OPPORTUNITIES

Winslow underpins our ‘chat & check-in’ and Big Blue initiatives through the ongoing training of our employees.

We activate a number of different learning initiatives that focus on mental health topics such as suicide awareness and prevention programs, resilience training, leadership development to identify and seek to prevent mental health illnesses and supporting good mental health.

Initiatives are communicated across all employees to encourage participation or are embedded into existing Learning initiatives. We schedule these initiatives around project requirements to enable effective workforce participation.

Mental Health First Aiders

Our qualified Mental Health First Aiders and Mental Health Champions are site based and are dressed in the easily identifiable TradeMutt high vis shirts to ensure they are very accessible, easy to find and a safer option for employees. These people can shift the world to be safer and more supportive for people experiencing difficulties with their mental health.

Our Mental Health Champions are Winslowers who have reached out to offer support to colleagues and are passionate about supporting positive mental health throughout the business. All are qualified Mental Health First Aiders and lead our initiatives. Each Mental Health First Aider also has an easily recognisable I’m a Mental Health First Aider hard hat sticker and a list of them on the business Intranet.

We aim to consistently have 10% of our workforce located across business units and projects trained as Mental Health First Aiders.



“FOR A PERSON EXPERIENCING A MENTAL HEALTH PROBLEM, HAVING AN EMPATHETIC LISTENER CAN BE CALMING AND REASSURING — EVEN HEALING.”

WINSLOW INITIATIVES



'Chat & check-in' is our ongoing bespoke Winslow initiative created out of a desire for all our employees to be empowered to look after each other as family, and 'chat & check-in' with each other on a regular basis.

We respect and care about each other as family and work alongside people who have our best interests at heart. We want our employees to understand they are not alone or a burden when it comes to experiences mental health issues, particularly working in the construction industry.

We infuse 'chat & check-in' through all our ongoing employee engagement initiatives including:

- Big Blue
- RUOK? Day
- Christmas Buddy Program
- Winslow Men's Health Month
- HSE toolboxes
- Mental Health First Aiders
- Family Week

We encourage our employees to 'chat & check-in' with a workmate and have simple conversations that can help them through a difficult time. Just by having a chat to check in on their mental health can make all the difference.

Our 4 step process was developed to make it easy to learn how to ask how they are doing by having a conversation. Find the simple opportunity to;

- 'Chat'
- Listen with an open mind
- Encourage action
- 'Check-In'

Often during morning tea, lunch or afternoon tea over a coffee or cup of tea is a great excuse to 'chat & check-in'.



The face of positive mental health at Winslow is our iconic Big Blue, our 36-tonne excavator is painted blue to encourage anyone who is struggling to reach out and seek support from workmates, family, and friends.

Winslow launched Big Blue in 2018 to be a great conversation starter to encourage anyone who is struggling to reach out and seek support.

Big Blue travels around Winslow sites in Victoria to spread the word on positive mental health and how

important it is to 'chat & check-in' regularly with workmates.

Through Big Blue we have not only raised awareness of the mental health crisis in the construction industry and decreased the stigma of talking about health we have also donated more than \$45,000.00 to Beyond Blue so they can continue to provide critical services to support people with mental health issues.



CAMPAIGNS AND RESOURCES

Raising awareness and supporting Winslowers when they need it



Employee Assistance Program (EAP)

Winslow has partnered with Drake Workwise to deliver an Employee Assistance Program (EAP) program that is a free support service to all Winslow employees and their families.

The EAP offers professional, independent, and confidential counselling for work related or personal issues that affect employee wellbeing. It's available 24 hours a day and can be easily accessed via an App, website or phone.



RUOK? Day

RUOK? Day has become a focal point on our annual calendar to come together to support each other and remind our teammates that every day is the day to ask, 'are you OK?'.

This initiative is driven by our field employees working on projects. They stop and reflect on their workmates and take the opportunities to 'chat & check-in' over a breakfast or lunch BBQ.



Chat & Check In Christmas Buddies

The Christmas and the festive season can be a difficult time for some people who struggle to navigate the celebrations going on around them. They might be dealing with the strain of financial pressure, work demands, recent events, grief, or a challenging family situation.

Winslow employees are encouraged to 'chat & check-in' with someone who may find Christmas time difficult and also over annual shutdown break.

Thanks to RUOK? Day, Winslow gave employees a calendar of connection, that provided a range of connection ideas to help reach out and lend support.

Mental Health Month

Mental Health Month is an opportunity for everyone at Winslow to stop and reflect on their own wellbeing, and that of their workmates.

We care about the health and wellbeing of our employees and their families - the Winslow family - which is why we ensure we have a dedicated focus on Mental Health each year. It provides the opportunity to understand the importance of good mental health in our everyday lives and encourages help seeking behaviours when needed.

Men's Health Month

Winslow honours the importance of the health and wellness of our male employees and dedicates the month of April to focus on the importance of good health and positive health practices for employees.

Men's Health Month focuses on initiatives across four themes that aim to improve the physical, emotional, and mental health knowledge of our male workers - Awareness, Education, Prevention, Family.

- We want to promote safe, healthy lifestyle choices for our men.
- It's a time to remind men of the health issues they face and what they do to take charge of their health.
- Men are significantly less likely than women to see a doctor or report symptoms to a health care provider.
- The overall mortality rate is 41 per cent higher for men than women, and it's higher for men for 8 out of 10 leading causes of death - including heart disease, cancer, stroke, and diabetes.



Sharing knowledge and information

How to be a better me

Employees share their personal health practices to maintain positive physical and mental health. Stories include exercise routines, healthy nutrition and hydration tips to be the best version of themselves.

Men's Health Packs

Men's Health Month physical 'packs' with information on common health problems, merchandise, vouchers, EAP information and personal skin self-checks are distributed to every male employee.

Information sheets include topics on: heart health check, relaxation, substance abuse, walking planner, e-cigarette fact sheet, stress, health eating and quitting smoking, depression, grief and loss, panic attacks, anxiety, sleep, alcohol guidelines, health eating, gambling, sunsmart.

Toolbox talks

Toolbox talks provide education for employees about the importance of men's health and working through the contents of the Men's Health Month packs. Aimed at fostering an inclusive workplace where employees feel comfortable discussing mental health and related issues without fear of any stigma.

DONATIONS AND SUPPORT OF MENTAL HEALTH SUPPORT AGENCIES

We champion working together with mental health support agencies whose work aims at assisting people in need and empowering people to seek help.

We are here to add value to services, not replicate them.

Winslow recognises the significant positive impact of many mental health agencies that all serve to further support our employees.

We take opportunities to work with them, learn from them and build on the efforts of each, so they can continue to help us understand and continue to support our employees.

- Black Dog Institute
- Spoke to a Bloke Walk
- Beyond Blue
- Beyond Blue Wellness Run
- RUOK? Day
- Mates in Construction



Tell Your Story – 2024 Donation to Beyond Blue.

Winslow understands the significance of charities in people's lives and asked employees to help decide what charity should be further supported, so it can continue its great work in the wider community – our wider family.

In 500 words or less employees shared their story on how a charity that is close to their heart made a difference in the last 18 months, and explained how they think \$20,000 will help the charity in the future.

Through Winslow's Philanthropic arm – The Allenby Foundation, a donation of \$20,000.00 was made to Beyond Blue.

An employee shared their personal story about how important Beyond Blue was in helping him manage his mental health concerns. Winslow Beyond Blue donations now total over \$45,000.00.



BETTER MENTAL HEALTH

'Chat & check-in' with a Winslow Keep cup – Black Dog Institute

As part of the ongoing 'chat & check-in' initiative, we asked employees to support positive mental health by purchasing an eco-friendly Winslow keep cup for \$5.

All proceeds were directly donated to the Black Dog Institute.

MENTAL HEALTH SUPPORT – WINSLOW EMPLOYEE REMINDERS



Big Blue Air Fresheners

As part of Mental Health Month, Winslow produces air fresheners for company and employee vehicles in the shape of our face of mental health, the 36-tonne excavator, Big Blue.

The air freshener is reminder to 'chat & check-in' and has contact details for Beyond Blue and our Employee assistance Program provider Drake WellbeingHub. They are the perfect way to reach out to our remote workforce.



Mental Health First Aiders hard hat stickers

Qualified Health First Aiders are recognised by unique stickers on their hard hats.



'Chat & check-in' hard Hat stickers

'Chat & check-in' hard hat stickers are provided to all employees as a reminder to reach out to colleagues on a regular basis.



Winslow EAP Brochures and posters

We tailor made EAP brochures that our employees would recognise and understand.

'Livin' the dream' - Video

We developed our own 'Livin' the dream' video to encourage employees to 'chat & check in'.

The theme: Not everyone is 'Livin' the dream', even though they might say so. Trust your gut – 'chat & check-in'.



WINSLOW GROUP

Level 1/6 English Street,
Essendon Fields, VIC 3041, Australia

T. 03 9358 7700

E. winslow@winslow.com.au

WINSLOW CONSTRUCTORS

Level 1/6 English Street,
Essendon Fields, VIC 3041, Australia

T. 03 9358 7700

E. winslow@winslow.com.au

WINSLOW INFRASTRUCTURE

2 Central Boulevard,
Port Melbourne, VIC 3207, Australia

T. 03 9279 4600

E. infrastructure@winslow.com.au

WINSLOW NEW SOUTH WALES

4/124 Woodlark Street,
Lismore, NSW 2480, Australia

T. 03 9358 7700

E. winslow@winslow.com.au

WINSLOW QUEENSLAND

Building 4, G1, 107 Miles Platting Road,
Eight Mile Plains, QLD 4113, Australia

T. 07 3426 4000

E. winslow@winslow.com.au

WINSLOW SOUTH AUSTRALIA

214 Prospect Road
Prospect, SA 5082, Australia

T. 08 8269 4464

E. winslow@winslow.com.au

WINSLOW.COM.AU