
Silver Fern Farms Wellbeing and Staff Support Policy

Valid Until - December 2026

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Policy Statement

This policy outlines how Silver Fern Farms will enhance wellbeing and support our workers when they are experiencing personal challenges.

The purpose of this policy is to underpin and support the Company's strategy and values. We are committed to providing an environment that supports and promotes good mental health and wellbeing. We understand that at different times and for different reasons our people may need support, and often that support starts in the workplace. This policy is applicable to all Silver Fern Farms workers and aligns with our People policies and guidelines.

Silver Fern Farms will enhance worker wellbeing by:

- Creating a healthy culture.
- Creating and supporting a wellbeing framework and action plan.
- Improving the work environment to enhance wellbeing.
- Reduce and manage risks to workers psychological health.
- Consulting with workers about wellbeing actions and initiatives.
- Supporting worker participation in work wellbeing, diversity, equity, and inclusion initiatives.
- Supporting workers manage their mental health and wellbeing.

Protect - Promotion of good mental wellbeing

As an employer, we will do the following:

- encourage a culture of openness – people can speak up about any concerns at any time and know they will be heard.
- make sure people feel supported to seek help for any issues or distress, including using our conflict resolution processes.
- make sure people understand what is expected of them at work – in work tasks and acceptable behaviour.
- check in with people at agreed times to ensure the workload is manageable, and to discuss any issues.
- offer flexible work practices wherever possible and/or legally required as set out in the leave policy and leave section of our employment agreement.
- support opportunities for professional skills development and growth.
- employ and promote people based on your abilities.
- not tolerate bullying, harassment, or discriminatory behaviours as set out in our Discrimination, Harassment and Bullying Policy.
- build relationships with specialist support service providers.
- provide specialist training to support staff so they can facilitate appropriate referrals to specialist services for staff.

You can do a lot to protect your own mental wellbeing at work. As our employee, we expect you to:

- treat everyone with respect and civility
- speak up if you need help or support
- speak up about any bullying, harassment, or discriminatory behaviour you notice happening in our workplace
- take your own steps to stay mentally healthy at work (e.g., taking rest breaks, speaking up if stressed)
- support workmates to speak up if they need help for anything affecting their mental health and wellbeing
- access support if you need it – see the Help finding support section in this policy
- ask about options (e.g., flexible working arrangements, special leave) if you feel you need time away from work to manage your wellbeing or mental health.

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Foster - Encouraging positive actions

To maintain a mentally healthy workplace we will:

- consult with staff about what workplace wellbeing means and develop wellbeing initiatives together.
- provide contact details for support services that can be accessed easily and discreetly
- encourage people to take breaks, both to rest and to connect with others
- regularly support mental health and wellbeing initiatives, such as Mental Health Awareness Week
- encourage people to get outside during breaks where practical, which is good for both physical and mental wellbeing in our workplace
- call for volunteers who can encourage and support good mental health in our workplace.

Support - Supporting our people

There may be times our people need support to deal with difficult issues or to help someone close to them deal with theirs. We are committed to doing all we reasonably can to support employees experiencing distress.

Information about what support services is available will be provided in the employee handbook and on our intranet.

If our people need support, we will:

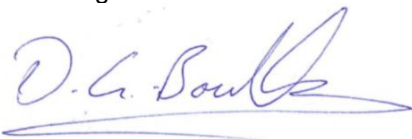
- do what we can to help find the support they need
- not discriminate or treat people unfairly
- protect privacy unless disclosure is required under law or withholding information could lead to harm
- encourage people to ask for help as early as possible to reduce the chances of problems growing
- allow time off work to deal with issues, as set out in the leave policy and leave section of our employment agreement
- encourage people to seek appropriate help if they know or strongly suspect an employee might harm themselves or needs help – or if they need help yourself.
- offer Staff Support and Counselling Programme, which means our people can access free, confidential, and professional support.

Reclaim – Restoring mental health and wellbeing

Following psychological distress or traumatic events, restoration of mental health and the wellbeing of individuals and teams is paramount. We are committed to assisting employees and teams to restore and return to work. We will:

- Encourage the use of our Staff Support Programmes and help people to access other services
- Work with people to develop a return-to-work plan if they are concerned their ability to safely attend work due to mental ill-health.
- Work with people to develop a workplace safety plan if they are concerned about their safety at work due to family harm.
- Work with people to develop a support plan if they are affected by a traumatic event at work.
- Work with specialist services trained to assist in recovery following traumatic events.
- Provide training to our support staff to follow the return to work, safety and support plans.

Signed:



Dan Boulton
Chief Executive Officer
December 2024

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