



## Mental Health and Wellbeing Policy

Norton Gold Fields is committed to a work environment where all individuals are provided with the knowledge, resources and opportunities necessary to maintain good mental health and wellbeing.

The mental health and wellbeing of all employees, contractors and visitors is fundamental to the success and sustainability of the business.

This Policy, Strategies and supporting Procedures apply to all personnel working at or attending a Norton Gold Fields site.

**The Mental Health and Wellbeing framework shall address the following factors:**

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment)
- Increase worker knowledge and awareness of mental health and wellbeing issues and behaviours
- Reduce the stigma around depression and anxiety in the workplace
- Facilitate workers active participation in a range of initiatives that support mental health and wellbeing.

We will achieve these commitments by:

- Minimising psychosocial hazards in the workplace
- Ensure all workers have clearly defined job descriptions, objectives and responsibilities and provide them with effective management support, appropriate training and adequate resources to complete their job
- Establishing positive two-way communication to ensure staff involvement, particularly during periods of organisational change
- Managing conflict effectively and ensure the workplace is free from bullying, harassment, discrimination and racism
- Set employees realistic targets that do not require them to work unreasonable hours
- Provide support and assistance for employees experiencing mental health issues or difficulties
- Treat all matters relating to individual workers and their mental health issues in strictest confidence and share on a 'Need to Know' basis only with the consent of the individual concerned
- Ensuring all line management personnel have information and training about managing mental illness in the workplace
- Provide adequate resources to enable line management personnel to implement the organisations agreed workplace Mental Health and Wellbeing Policy, Strategy and Procedures

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