

# Wellness Policy

GET Australia is committed to providing a healthy workplace that values and enhances the health and wellbeing of all our people by embedding work health and wellbeing into existing systems. This Wellness Policy acknowledges the importance of providing a workplace that addresses the health and wellbeing of its employees.

The policy and ensuing activities represent our commitment to a healthy and effective workforce and addresses our workplace culture, day to day practices, increased access to health initiatives and the creation of an environment that supports and encourages healthy choices every day.

As a company, we will ensure that work organisation and practices, the work environment and workplace culture will value, enhance and protect the health and wellbeing of our workers. We will support the health and wellbeing of all workers and follow the following principles:

- Recognise that health is more than just the absence of illness and injury
- Supportive and engaging work has benefits for individuals, families and wider society, beyond chronic disease risk reduction.
- Recognise that the workplace culture and environment contribute significantly to individuals ability to make healthy lifestyle choices, including emotional wellbeing
- Leadership is committed to providing all employees with a safe, healthy and supportive environment in which to work and will act as advocates and role models of workplace health and wellbeing
- Commit to providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged
- Recognise the voluntary nature of participation within health and wellbeing related activities
- Commit to providing employees with access to safe and appropriate health and wellbeing information, activities and services; following recommended good practice, quality service provision and (where relevant) legislation.

Our Wellness framework and practices are designed to meet our wellness values, commitments, and goals.

Wellness is important for ALL, and all personnel at all levels of the organisation have responsibilities to enhance work health and wellbeing and to work within procedures, policies and practices implemented to address work health and wellbeing, to contribute to ideas, and to actively participate in promoting health and wellbeing at work. Whilst we encourage employees to participate in our wellness initiatives, we recognise their participation is voluntary .

This Policy is applicable to all GET Australia workers and aligns with health and safety policies and guidelines. The Policy is available and communicated across GET Australia business operations and will be regularly reviewed to ensure it remains relevant, appropriate, and aligned to our values, commitments, and goals.



Sean O'Sullivan, Managing Director, GET Australia

Issued: 1 February 2024 Review: 1 February 2027