



Health, Safety and Wellbeing Policy

Link Group is committed at all levels of the business to providing an environment that supports the health safety and wellbeing of our people, including our customers, contractors and visitors. The core values of Link Group; Integrity, Teamwork, Commitment, Respect and Professionalism uphold the way we interact every day with our customers, communities and each other.

Keeping our people safe is a key priority and we encourage our business, managers and employees to take an active role in ensuring a safe workplace by eliminating health and safety risks to prevent injury and illness.

We actively advocate a culture that engages in promotion of physical and mental wellbeing, the prevention of injuries and illness, the identification and elimination of hazards and risks into everyday business and complying with health and safety legislation and regulations.

In the case where a work-related injury does occur, Link Group is committed to commencing the rehabilitation and return to work process as soon as practicable working in consultation with the injured worker, medical advice, the business and our nominated insurer.

Link Group believes that mental and physical health and wellbeing of our employees is critical to organisational success and sustainability.

We actively promote and maintain the mental health and wellbeing of all employees through a range of support services, policies and procedures and encourage staff to take responsibility for their own mental health and wellbeing.

We aim to build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination including bullying and harassment.

We raise employee knowledge and awareness of mental health and wellbeing issues and behaviours and facilitate employees' active participation in a range of initiatives that support mental health and wellbeing.

A handwritten signature in black ink, appearing to read "John McMurtrie".

John McMurtrie
Managing Director
December 2018