

# GLOBAL HEALTHY WORKPLACE AWARDS 2021

Camp Management



**easternwell**  
all together better





# WHO WE ARE



**easternwell**  
all together better



# Live Well



**Nutrition**



**Physical Health**



**Mental Health**



**Community**



**easternwell™**  
all together better



# THE FOUNDATION

---

Organisational commitment & leadership engagement

**Our Live Well program is the keystone to the ongoing care of our workforce.**



Darren Truscott  
General Manager Operations





# THE FOUNDATION

## Organisational commitment & leadership engagement

### Personal Safety Action Plan



Name: Michael McDonald

Plan Period: 2021



Safe for  
Life



#### Strategic Objectives:

Demonstrating commitment to safety culture and rigorous risk management.

- Shape a safety culture
- Stop unsafe work
- Put safety and health above all else
- Demonstrate our Safe for life behaviours

#### Understand our Values:

- Integrity
- Collaboration
- Challenge
- Ingenuity

#### My Personal Objectives

Safe for Life Activity	Purpose	Year End Target (excl Q1)	Progress	Progress			
				Q1	Q2	Q3	Q4
2 field visits per quarter to Ventia & Easternwell Sites	<b>Felt Leadership:</b> Visit and listen to operations, observe and participate in effective conversations about how we can be better	6 field visits	5	-	●	●	
Participate in site toolbox talks (one per month)	<b>Visible Leadership:</b> Put safety and health above all else and be an active participant in the field	9	0	-	●	●	
Engage in open conversations & actively participate in safety discussions	<b>Effective Communication:</b> participate and share experience in safety discussions	12	6	-	●	●	
Maintain my own health and wellbeing with a good work/life mix and balanced diet	<b>Personal:</b> To feel healthier, sharper and be more active	To have a BMI in the 'normal' range <25	😊	-	●	●	

#### Sign off

Leader sign: Marco Waanders  
Date:

#### My Check-In "Buddy"

Name: ECM Team Stand Up 6 weekly Meeting

#### Process

Progress Legend: ● On Target ● Not yet started ● Behind



easternwell™  
all together better





# THE FOUNDATION

Organisational commitment & leadership engagement



**easternwell**  
all together better





# THE EMPLOYEES

## Worker involvement

### Health & Wellbeing Survey

The 2021 Health and Wellbeing survey is for all Easternwell Camp Management employees (field & office). The intention is to obtain a snapshot of health and wellbeing data to compare to our 2018 results, as well as national averages. It will also help identify any focus points for 2021. There are only 14 questions, and it is estimated to take you 10 minutes to complete. Please ensure 100% honesty in all responses.

FIELD STAFF please note: You are allowed to base these questions off your 'on-hitch time' or 'off-hitch time' where relevant - whichever time provides a more accurate answer. (for example if you exercise more 'off-hitch' then base the exercise question off your 'off-hitch time')

1. Are you an office-based employee, or a field-based employee

- ☐ Office  
☐ Field

2. If you are a male, do you drink at least 10 cups (2.6L) of fluids per day? If you are a female, do you drink at least 8 cups (2.1L) of fluids per day? (water, tea, coffee, others)

- ☐ Yes  
☐ No

3. Which of the following best describes your average vegetable intake? (one serve = 1/2 cup cooked vegetables or 1 cup of salad vegetables)

Easternwell Camp Management  
Health & Wellbeing Report



### **EASTERNWELL CAMP MANAGEMENT HEALTH AND WELLBEING REPORT: 2021**

Christopher Scott

Wellness Coordinator / Accredited Practicing Dietitian

## *Live Well*



**Nutrition**



**Physical Health**



**Mental Health**



**Community**

2021

1



**MENTAL  
HEALTH  
FIRST AID**  
Australia



**easternwell**  
all together better



# THE EMPLOYEES

## Worker involvement





# THE RESPONSIBILITY

## Business ethics & social responsibility

1. Switching to as many e-forms as possible (to reduce our use of paper)
2. Reducing food wastage
3. Reducing our use of single-use plastics / increasing our use of multi-use materials and biodegradable materials



## ENVIRONMENTAL POLICY

### OUR OBJECTIVE

At Ventia, we aim to improve every day and differentiate ourselves through our client focus, innovation and commitment to sustainability. By redefining service excellence and delivering on our purpose of making infrastructure work for our communities, Ventia is committed to delivering initiatives that continually minimise our environmental impact, protecting and enhancing the environment, considering and engaging with our neighbours, promoting efficient resource use, avoiding waste, preventing pollution, and being sustainable in all that we do.

### OUR OBLIGATIONS

At Ventia we will meet this objective through:

- Promoting environmental awareness and creating a culture of encouraging and rewarding innovation that mitigates environmental risks and reduces our carbon footprint through working proactively with our suppliers and seeking best practice environmental solutions.
- Ensuring all workers understand their responsibilities and accountabilities for the effective implementation of our management system and this Environmental Policy.
- Ensuring our management system complies with the requirements of the ISO 14001 environmental management systems standard and certification is maintained.
- Complying with all relevant regulatory requirements, company policies, standards and processes through positive and proactive engagement, consultation and informed action.
- Allowing workers to participate in environmental decision making, and engaging with workers, contractors and other business partners to achieve and improve standards and expectations.
- Applying risk management principles to the identification, assessment and control of hazards, work practices and behaviours that could cause negative environmental impacts, including the prevention of pollution.
- Establishing appropriate environmental strategies, programs, objectives and targets.
- Providing appropriate information, training, supervision and resources that assist all workers to implement and maintain the environmental management system and deliver on environmental targets.
- Planning works and applying a lifecycle approach to use natural resources and materials efficiently by seeking to reduce, reuse and recycle as far as practical to continually reduce our energy, water and waste footprint.
- Protect and enhance the biodiversity and natural amenity of the communities in which we work.
- Supporting programs that seek to reduce emissions and prevent pollution of the environment.
- Managing environmental incidents, close calls and hazardous conditions through early identification, notification, methodical investigation, reporting and the sharing of learnings across the organisation.
- Monitoring the effective implementation of our Environmental Policy, our environmental management system, and environmental performance measured against objectives and targets to ensure continuous improvement aimed at eliminating negative environmental impacts and outcomes.
- Reporting on our environmental performance and sharing that information with our workers and other interested parties.
- Sharing our Environmental Policy with all workers, visitors, contractors and interested parties.
- Conducting a formal review of our Environmental Policy at regular intervals to ensure it remains effective, relevant and appropriate to the environmental risks in our workplace.



Authorised by:

Dean Banks, Group Chief Executive Officer

Board approved on: 31 August 2021

VENTIA-103995896-6180



**easternwell**  
all together better



# THE RESPONSIBILITY

## Business ethics & social responsibility



## Bullying and Harassment Policy

### 1 Purpose

This policy outlines what constitutes bullying and harassment, what is expected of employees of Ventia Group, and what actions an employee can take.

### 2 Scope

This policy applies to employees of Ventia (whether permanent, fixed or temporary, and including directors, executives and leaders) and any third party or subcontractor engaging in activity for, or on behalf of, Ventia. In this policy, the term employee or 'workforce' includes all these groups.

When a member of Ventia has a controlling position in a joint venture or similar arrangement this policy will be adopted for the joint venture or other arrangement. In other circumstances, Ventia will remain bound by this policy and will seek to have partners adopt this policy.

### 3 Principles

Ventia is committed to providing a working environment that is free from bullying and harassment. All employees have the expectation and right to attend work in a pleasant environment that fosters good working relationships.

Ventia does not tolerate any form of bullying or harassment in any of our workplaces. Our people are treated fairly, respectfully and with dignity. This supports Ventia's commitment to diversity and inclusion.

#### 3.1 Workplaces

Workplaces are any place where work is carried out by or for Ventia and includes any place where a member of Ventia's workforce goes, or is likely to be, in the course of their engagement with Ventia. Examples of workplaces include but are not limited to:

- project sites during or outside of working hours
- vehicles, machines or other heavy equipment used on a Ventia project site
- other locations you visit for work, including when travelling for business, being accommodated overnight
- work functions or other events related to work with Ventia.

Page 1 of 6



**easternwell**  
all together better





# THE PROGRAM

Programs and policies

# *Live Well*



New image to  
be supplied

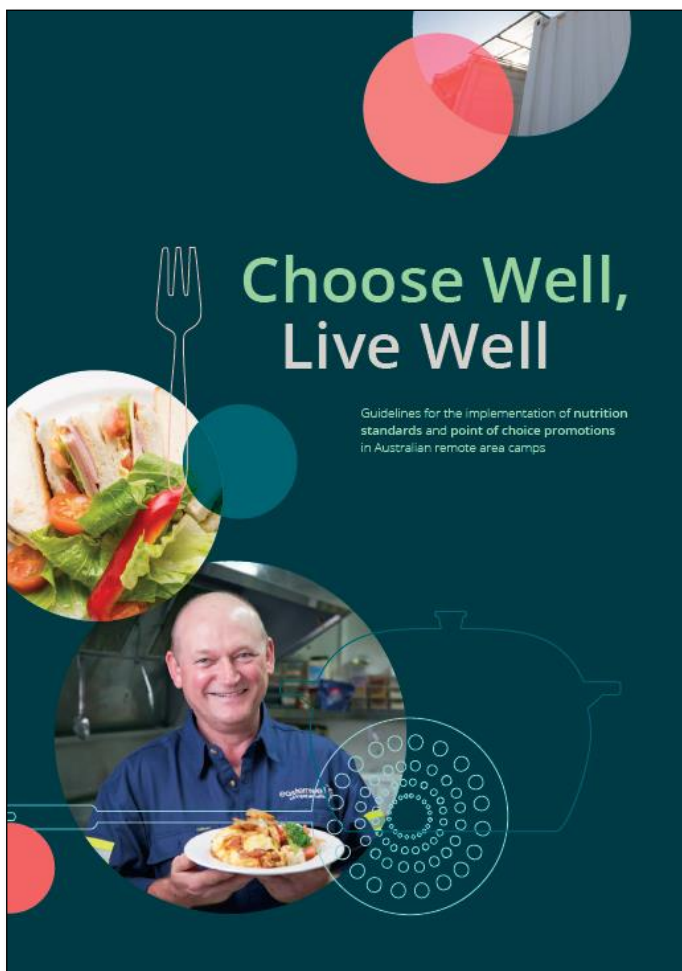


**easternwell**  
all together better



# THE PROGRAM - NUTRITION

## Programs and policies



## Live Well Protein

**Adequate protein intake is essential for the body to grow and repair itself.**

For healthy Australian adults, the minimum recommended amount of protein intake per day is **0.8g/kg/day** for males and **0.75g/kg/day** for females.

Most Australians achieve this minimum amount, however vulnerable groups such as the elderly, growing children, vegetarians and vegans may find that it is difficult to consume enough on some days.

MEAT:	DAIRY:	NON-ANIMAL PRODUCTS:
100g beef = 30g 100g chicken = 30g 100g fish = 30g 100g pork/lamb = 30g 1 egg = 7g 25g sliced ham, turkey, chicken = 4g 100g tinned tuna/salmon = 20g	250ml (1 cup) milk = 8g 250ml (1 cup) custard = 9g 200g yoghurt** (average) = 10g Hard cheese (40g/2 slices) = 10g 150g creamed rice = 5g <small>**Chobani and Yofra branded yoghurts tend to have 10-10g of protein per small tub</small>	100g tofu = 12g 25g peanut butter = 7g 30g (1/4 cup) raw nuts = 8g 1/2 cup baked beans = 5g 15g chia seeds = 3g 2 weetbix (just the biscuits) = 4g

Live Well is a health and wellbeing initiative of Easternwell, a Ventia company



**easternwell**  
all together better






# THE PROGRAM – PHYSICAL HEALTH, MENTAL HEALTH, AND COMMUNITY



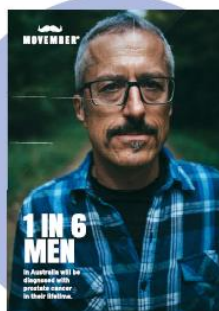
## Programs and policies



### Live Well

#### Prostate Cancer Awareness

- 1 in 6 Australian men will be diagnosed with prostate cancer in their lifetime
- the prostate gland sits underneath the bladder and is the size of a walnut
- some men will experience no signs or symptoms which is why some men lose their life - as the cancer had spread over time



See your GP if you have any of the following symptoms:

- frequent urination
- difficulty starting or holding back urine
- pain or burning during urination
- blood in urine

Tips to ensure you remain on top of your health as you age:

- at age 50, speak to your GP about a prostate specific antigen (PSA) test
- if you are of African or Caribbean descent, have the conversation with your GP at age 45
- if your father or brother has/had prostate cancer, visit the GP at age 45
- there is no direct way to eliminate your risk of prostate cancer, however consuming a healthy diet and exercising regularly may lower your risk

Live Well is a health and wellbeing initiative of Easternwell, a Ventia company

## Healthy Minds

Why do we have a Mental Health Plan?

One in five adults will experience a mental illness or a serious mood disorder in any given year.

Our Mental Health Plan promotes workplace practices that support positive mental health. Our commitment is to raise awareness, reduce stigma and support those with mental health conditions.

The objectives of our plan are:

- Increase mental health awareness for all levels of staff
- Ensure more leaders are trained in mental health
- Build our capability to support a mentally healthy workplace
- Increase mental health support service take up
- Complement our Employee Value Proposition
- Reduce the prevalence of mental health injury, claims and costs
- Support Ventia's Sustainability Policy



HEALTHY MINDS EMPLOYEE RESOURCES



HEALTHY MINDS CHAMPIONS

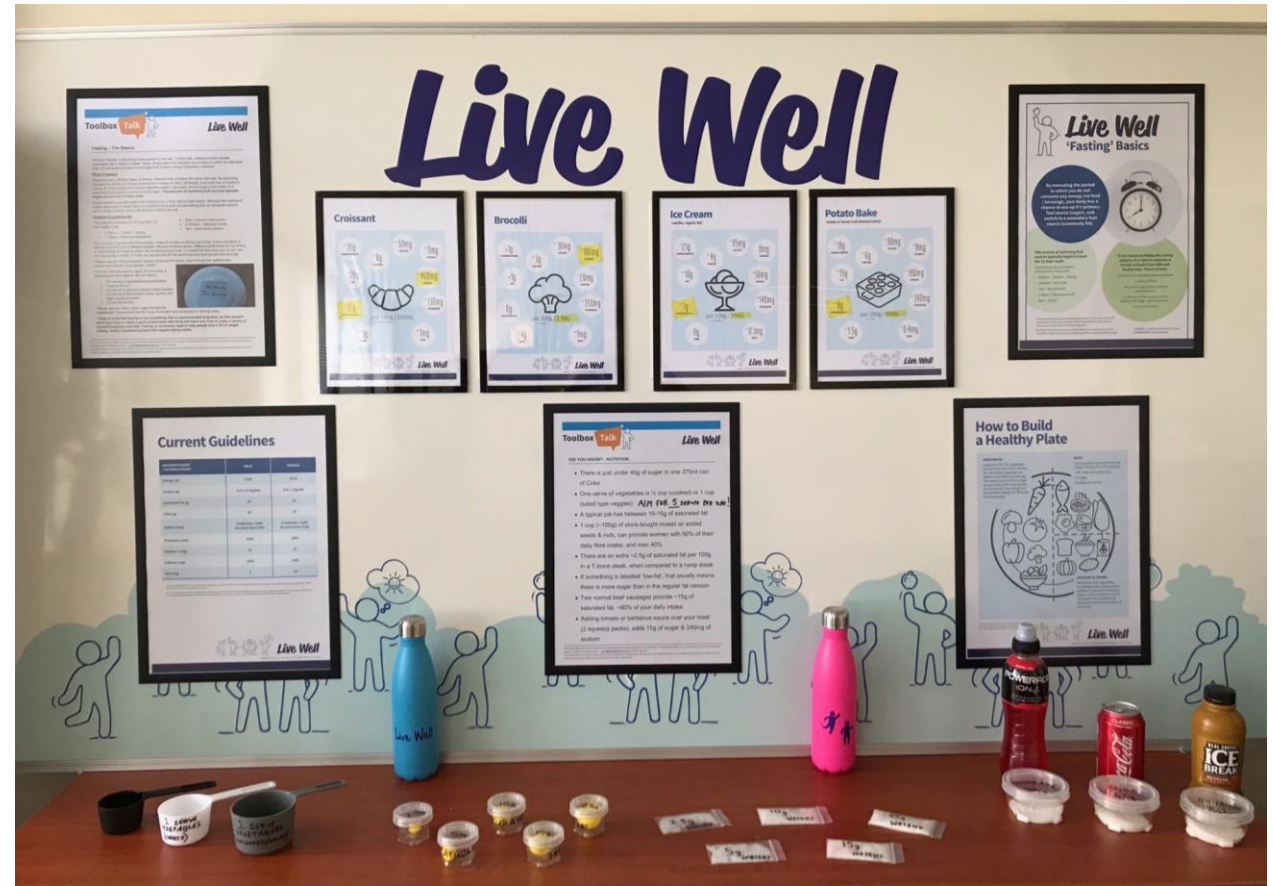


HEALTHY MINDS LEADER RESOURCES



# THE PROGRAM

## Programs and policies



easternwell  
all together better





# THE IMPROVEMENT PROCESS

Continual improvement and systematic process





# THANK YOU

2021



**easternwell**  
all together better

