

WORKPLACE MENTAL HEALTH AND WELL-BEING POLICY

1. PURPOSE

ARA Group Limited ABN 47 074 886 561 and its related corporate entities in Australia and New Zealand (collectively **ARA Group**) are committed to promoting a supportive and healthy work environment that prioritises the mental health and well-being of all employees in compliance with the laws and regulations of Australia and New Zealand.

By fostering a culture of understanding, empathy, and support, this policy sets out ARA Group's expectations about how ARA Group's employees are expected to create a workplace where individuals feel valued, respected, and empowered to seek help when needed.

2. COMPLIANCE WITH LEGAL REQUIREMENTS

This Policy complies with relevant legislation and regulations concerning mental health, including but not limited to the *Fair Work Act 2009* (Cth), *Work Health and Safety Act 2011* (Cth) and the equivalent State and Territory legislations in Australia, and *Employment Relations Act 2000* (NZ) and *Health and Safety at Work Act* (NZ) in New Zealand and it applies to:

- (a) all employees, including those who work on a full-time, part-time, casual, or temporary basis;
- (b) employees at work, work-related events or company functions, or other activities happening outside of work; and
- (c) contractors and consultants of the ARA Group.

3. AWARENESS AND EDUCATION

ARA Group is committed to conducting regular training sessions and workshops to raise awareness about mental health issues, reduce stigma, and educate employees on their rights and responsibilities under relevant legislation. Additionally, ARA Group will provide information and resources to employees regarding their entitlements to mental health support services and accommodations, as outlined in applicable laws and regulations.

4. SUPPORTIVE WORK ENVIRONMENT

ARA Group is committed to foster a culture of open communication, mutual respect, and empathy, where employees feel comfortable discussing mental health concerns without fear of discrimination or retaliation. As such, it will endeavour to implement reasonable accommodations and adjustments for employees with mental health conditions, as required by law, to ensure equal access to opportunities and resources in the workplace.

5. EMPLOYEE ASSIST PROGRAMS

ARA Group continues to provide its employees with access to confidential counselling services, Employee Assistance Programs (EAPs), and other wellbeing support resources as required by law or recommended within the industry to promote employee well-being.

6. EMPLOYEE TRAINING

All new employees of ARA Group will be required to familiarise themselves with this Policy and uphold their obligations to maintain a safe and supportive work environment that prioritises mental health and well-being. From time to time, additional educational training may be required to be completed by persons subject to this Policy, including both new and existing employees.

7. REVIEW DATE

This policy will be reviewed annually or as needed to reflect changes in legislation, industry standards, and organisational needs.



Edward Federman
Chief Executive Officer

21 January 2026

Date