Psychosocial Health & Wellbeing Policy

Transplumb Events — Policy Statement

Our work often means long event days, night shifts, interstate deployments and deadlines set by others. Transplumb Events recognises that these conditions can affect people's mental health as well as their physical safety, and we manage psychosocial hazards with the same care as any other risk on site.

This policy applies to everyone working under our management system, including employees, subcontractors, casual staff, interstate crews and labourers.

The Directors and Senior Management of Transplumb Events are committed to:

- Identifying and controlling psychosocial hazards in line with AS/NZS ISO 45001, ISO 45003 guidance and the codes of practice in each state and territory we work in.
- Managing fatigue through set limits on consecutive days worked and minimum rest days, including for on-call and standby work.
- Never requiring mandatory overtime, including during peak event season.
- Staying in regular contact with crews working remotely, interstate or overnight, with the same level of support as local work.
- Making sure every worker knows who their site lead or manager is for each project and deployment.
- Providing a workplace free from bullying, harassment and unreasonable behaviour.
- Making our Directors and managers directly available to anyone who wants to raise a concern, without needing a formal process, and referring people to external confidential support services.
- Including wellbeing in our toolbox talks, labour meetings and staff reviews.

This policy is communicated to everyone who works with us, is available to our clients and other interested parties, and is reviewed at least annually to make sure it remains right for our business.

Matthew Feehan
Director, Transplumb Events

Andrew Brew
Director, Transplumb Events

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