

Wellness Policy

Acorn Waste Management will ensure that all work practices, the work environment and workplace culture will value, enhance and protect the health and wellbeing of all employees.

Acorn Waste Management believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Scope:

This workplace wellness policy outlines how Acorn Waste Management will support not only the general health of all our employees but also their mental health and encourage our supply chain partners in following our ethos. The policy is applicable to all of our colleagues and aligns with our health and safety policies and guidelines.

Goals and objectives:

This workplace wellness policy provides the foundation for developing activities and modifying work environments, policies and practices to support the health and wellbeing of all our employees. It is hoped that the positive benefits would extend beyond our employees to result in better health for families and the community.

We will enhance our workplace wellness by:

- establishing and maintaining a workplace environment and culture that supports mental health and wellbeing, including the prevention of discrimination (inclusive of bullying and harassment).
- establishing and supporting a workplace wellness committee.
- creating and supporting a workplace wellness program.
- consulting with our staff to ensure workplace wellness strategies meets their needs and to increase their knowledge and awareness of mental health and wellbeing issues and behaviours.
- supporting staff members in participation in wellness activities.
- supporting our staff in adopting and maintaining healthy behaviours.
- reducing the stigma around depression and anxiety in the workplace.

Responsibilities:

Our Senior management team will do all they can to enhance the wellness of employees by:

- ensuring that all staff are made aware of, and receive a copy of this policy.
- their health is valued.
- providing workplace environments and systems that are supportive of employee wellness.
- providing opportunity for employees to participate in wellness activities.
- participating in, and encouraging, employee participation in the wellness program that supports their mental health and overall wellbeing.

- reviewing, revising and developing human resources policies that support workplace wellness in consultation with our staff members.
- encouraging long-term commitment to workplace wellness.
- assessing employee and workplace needs.
- developing, implementing and evaluating wellness strategies in consultation with our colleagues.

Employees:

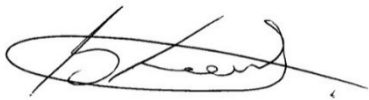
Our employees will:

- take reasonable care of their own mental health and wellbeing, including physical health
- take reasonable care that their actions do not affect the health and safety of other people in the workplace.
- Support their colleagues in their awareness of this policy.
- work within any procedures and policies implemented to address workplace wellness. contribute ideas.
- participate in the wellness program.

Workplace wellness program:

- A workplace wellness action plan will identify our wellness goals, objectives and strategies.
- The wellness action plan will be reviewed / assessed annually through:
- feedback from workers, the Health and Wellbeing Committee (if applicable), and management
- review of the policy by management and committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

Signed



Bridget Ferrington
Managing Director
3rd January 2026