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## Case study

# Mental wellness



### **In line with Our Charter and our culture of care, we undertake activities to enhance the physical and mental wellbeing of our people.**

Research tells us the one in five people will experience a mental health issue within any 12-month period, and between 40 and 50 per cent of people will experience mental illness at some point in our life. Our workforce is not immune to these statistics.

BHP's provision of preventative health measures includes a Mental Health Framework focused on awareness, support and proactive management of mental wellbeing. This Framework is supported by a mental wellness working group. All our regions are progressing well with local implementation plans in support of better mental health for our employees and contractors.

#### **Mental health for leaders training in Petroleum**

As part of BHP's continued journey to strengthen culture and enhance the health and wellbeing of our people, Petroleum rolled out the Mental Health for Leaders Training program in FY2017.

The program is designed to equip leaders with the necessary skills and knowledge to support someone who may be dealing with a mental health issue, to feel confident to initiate a conversation with them and to advise on the appropriate options for support. The program, delivered via an electronic training module, also includes testimonies from employees about how mental health has touched their lives.

By including the program as part of the compulsory training schedule for Petroleum leaders, a clear message was sent that mental wellness is a priority for the business.

It is another step closer to the culture of care and trust we are focused on cultivating.

#### **Mental wellness project at Western Australia Iron Ore (WAIO)**

The WAIO Mental Wellness project was created following a number of reported suicides within the fly-in fly-out (FIFO) population of the Pilbara, where our WAIO mines are located. Leaders recognised the businesses needed to not only respond to the issue, but also become proactive in supporting our people with their mental health.

WAIO's mental health strategy was designed to enhance awareness, reduce stigma, proactively manage mental wellbeing and improve our workplace culture. The strategy saw the business roll out a number of specific initiatives to improve mental health, including an annual Mental Health Roadshow, specific mental health awareness and resilience training and a peer support program.

Since the implementation of the strategy, we have seen a steady increase in our employees seeking assistance and support from the Employee Assistance Program. Data also suggests employees now have higher levels of engagement in mental health, are more likely to disclose mental health issues and increased participation in early intervention.

These outcomes will deliver positive business impacts, such as reduced absenteeism, reduced compensation claims, increased staff morale and higher retention of staff.

Most importantly, however, the WAIO Mental Wellness project has created a culture of mutual respect, trust and care for the long term.

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