HEALTH POLICY

INTEGRITY | WORK TOGETHER | KEEP IMPROVING

Destec, including all subsidiary companies is committed to the health and wellbeing of our people by promoting positive physical and mental lifestyles both when our people are at work with us and when they are away from work.

Destec will achieve its health and wellbeing commitment through:

- Promoting a healthy working environment that aligns with our Values, and which leads to employee job satisfaction, team morale, and that generally contributes towards a more effective organisation.
- Taking reasonable precautions during the onboarding process to ensure that our people are fit for work and continue to monitor their well-being during their employment.
- Encouraging our people to speak up on behalf of themselves and their colleagues in respect of fitness for work issues.
- Building knowledge, skills and ability of our employees so that they can take control of their personal wellbeing and by helping them to become actively involved in improving their personal health.
- Encouraging discussion regarding mental health awareness and providing the means for our people to access employee assistance support when appropriate.
- Providing education and support to our leaders to enable them to assist our people with addressing mental health matters.
- Developing an inclusive culture between all people that improves the health and wellbeing of all employees.
- Ensuring that risks to the health and safety of our people are not increased as a result of fatigue, psychological stress, illness or the use of medication, illicit drugs or alcohol.
- Demonstrating best practice injury management to ensure a successful return to work process where our people have sustained an injury at work.

Steve Wyatt
Director
07 August 2026