



Employee Wellbeing Policy

1. OVERVIEW

Colorcorp promotes employee wellbeing and is committed to providing an environment that encourages a healthy workplace. Wellbeing is more than traditional occupational health and safety. It incorporates physical and psychological fitness that encourages individual creativity, productivity and commitment. Wellbeing is considered an important initiative at Colorcorp and we will maintain policies and procedures which enable managers and employees to balance operational requirements with employee personal needs and obligations.

2. OPERATION

The objectives, processes and responsibilities in this policy apply to all Colorcorp employees. Colorcorp aims to achieve the following objectives:

- A positive and engaging work environment for employees;
- Incorporate employee wellbeing and product safety requirements in business strategies, plans, reviews and product offerings;
- Foster employee engagement and provide appropriate wellbeing education to employees to enhance their ability to work safely and productively;
- Perform reviews, audits and self assessment of the Company's conformance with employee wellbeing and product safety requirements; and
- Provide appropriate resources to fulfil these objectives.

3. WELLBEING PROGRAMS

Colorcorp maintains programs and activities to promote the wellbeing of its employees, consistent with this policy and its key objectives

The Company encourages work life balance by providing:

- flexible work arrangements;
- leave options;
- other employee benefits;

that are designed to allow employees to achieve work life balance in their lives.



4. RESPONSIBILITIES

The Company has the responsibility for the following:

- Reporting on the status of employee wellbeing in the business, including performance, initiatives, opportunities and activities;
- Regularly reviewing wellbeing programs and benefits, conditions of employment and work life balance options; and
- Developing policies and procedures consistent with this Employee Wellbeing Policy. Managers and Supervisors are responsible for:
- Acting consistently with policies, procedures, programs and activities which support employee wellbeing;
- Fair decision making which takes account of employees' wellbeing as well as operational business requirements; and
- Supporting the implementation of the Company's well-being programs and activities, including allowing reasonable employee access to programs and benefits, encouraging employees to participate in well-being programs and activities.

5. EMPLOYEES ARE RESPONSIBLE FOR:

Conforming with policies, procedures, programs and activities which support employee wellbeing;

- Supporting the Company's wellbeing policy and programs; and
- Taking responsibility for their own wellbeing at the workplace.
- Colorcorp complies with all relevant legislation with regard to workplace health and safety.