

# Cultivate

## Mental Wellbeing

As your employer, we will do the following whilst on assignment to support your mental wellbeing:

- Check in with you and your onsite manager throughout your assignment, to ascertain feedback, coaching and support areas that we can assist with if required.
- Make sure you understand what is expected of you at work – in your work tasks and acceptable behaviour.
- Not tolerate bullying, harassment, or discriminatory behaviour.
- Provide support services you can access easily and discretely.

You can do a lot to protect your own mental wellbeing at work. This includes taking your breaks, eating well and speaking up to your Cultivate Consultant if you are feeling overwhelmed, unsure or in need of support.

## Alcohol and Drug Policy

We expect you not to arrive to your assignment/workplace under the influence of or affected by alcohol, non-prescribed or illegal drugs in a way that could impact on the health and safety of you or colleagues or your work performance.

We take illegal drug use and abuse, and inappropriate use or influence of alcohol, a serious matter and will not tolerate it. Breaching these terms may result in disciplinary action, which may include the ending of your employment, and/or be treated as serious misconduct, and may have legal consequences.

If we, or the client, suspect you are impaired or under the influence of alcohol or drugs (either non-prescribed or illegal) then we may require you to undergo a test from an approved drug and alcohol testing provider. You may not unreasonably refuse to undergo testing and any failure to participate may be treated as serious misconduct.