

Workplace Services: Capability Statement

Healthy, Happy & Safe



Why?

To keep people healthy, happy and safe.

What?

We develop and deliver health and safety products and services.

How?

Through innovative people, systems and technology.



What we do...

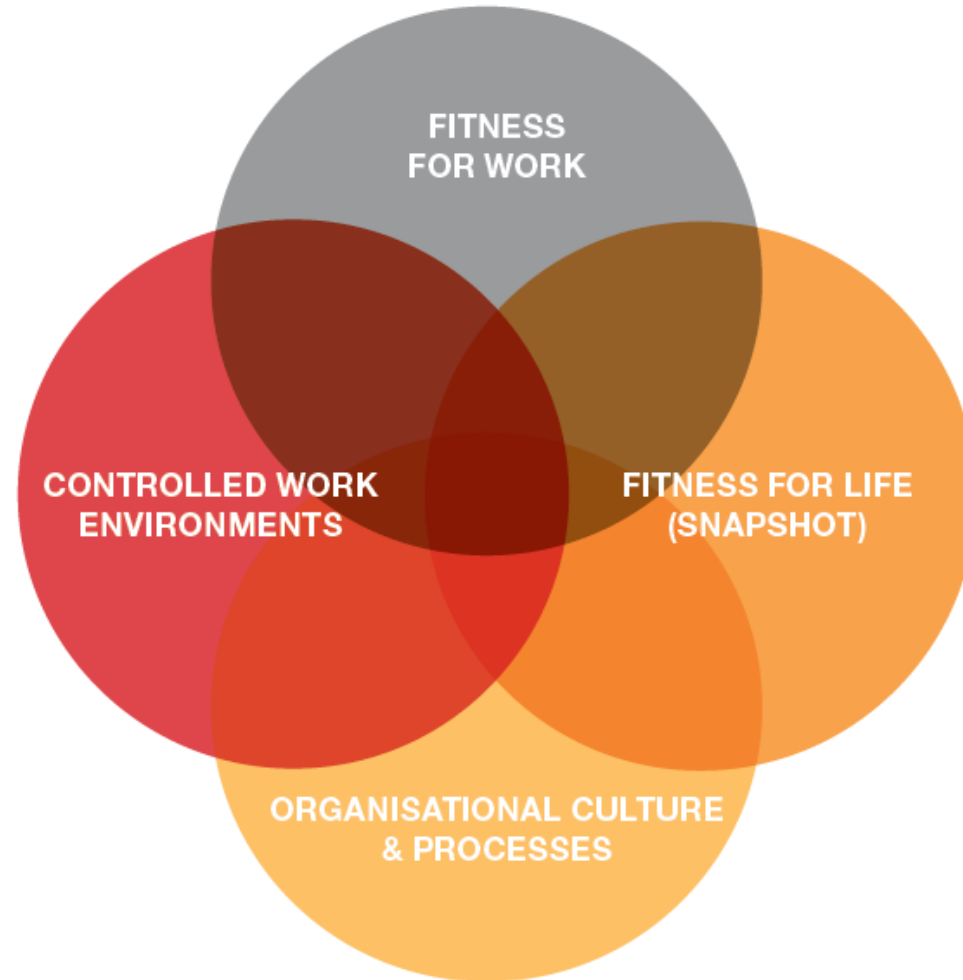


How we do it...

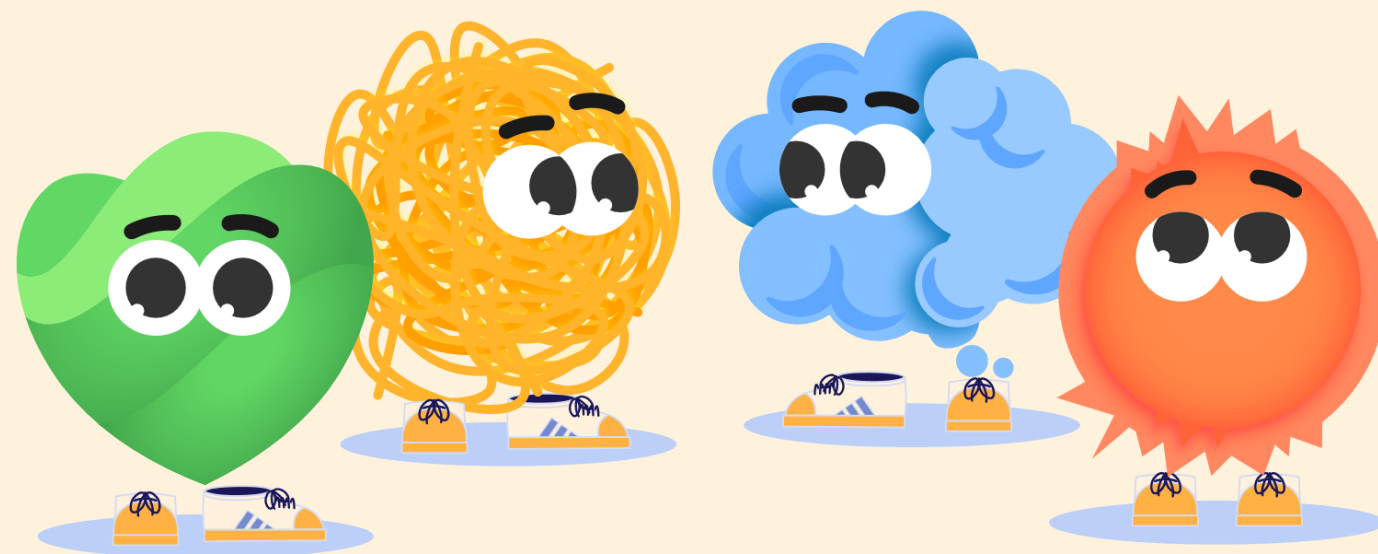
Ethos Health Services

- 1 Identify and solve workplace health issues**
Projects, research and technical writing.
- 2 Design a health plan that works**
Strategies to manage health and wellbeing, fatigue, musculoskeletal injury and mental health.
- 3 Implement**
Assessment, education, training and targeted interventions.
- 4 Engage**
Clever messaging that engages employees, families, businesses and communities.
- 5 Tie it all together**
Make it easy to manage, measure and maintain with tailored IT solutions.

Workplace Health & Safety Domains

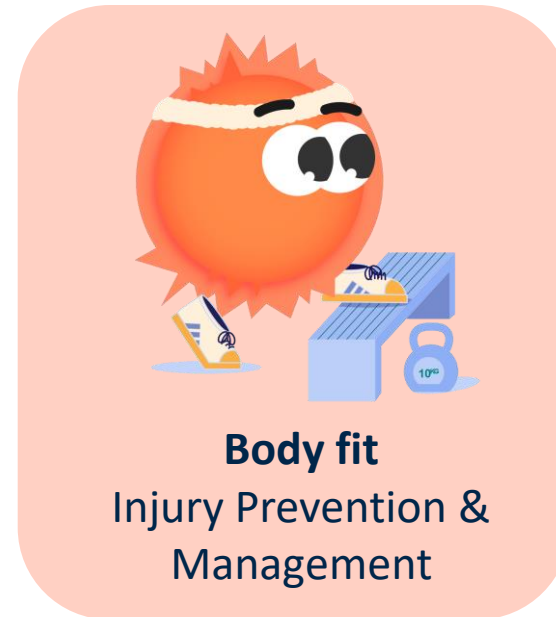
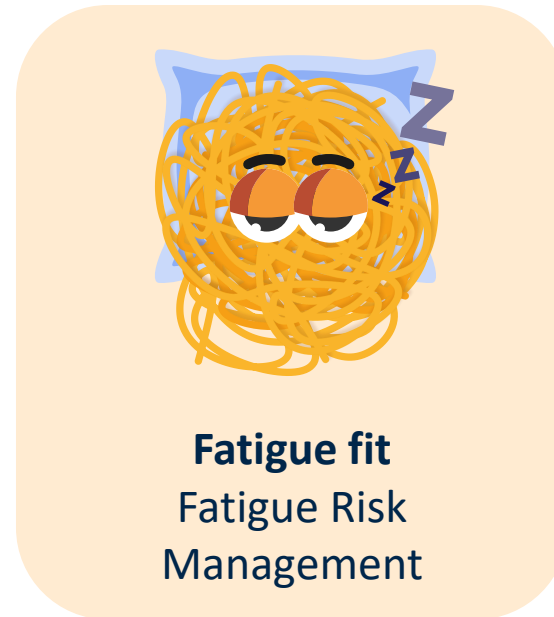


Ethos Health
Fit for Life



What is Fit for Life?

Fit for Life targets key factors that can impact health and safety at work, including fatigue, musculoskeletal disorders, psychological well-being, and lifestyle factors. Our expertly crafted Fit for Life family of characters supports and captivates your workforce, delivering complex messages in a simple, relatable manner across various platforms and contexts.



Together, we keep people and organisations healthy, happy and safe



Lifestyle Fit



Lifestyle Fit



Consultancy

Workplace:

- Health Needs Assessment
- Health Calendar
- Research & Technical Consulting
- Reshape Strategy Workshop

Individual:

- Individual Health Assessments
- Healthy Weight Challenge
- MoveWELL 10-minute Challenge
- MoveMORE Challenge
- Lifestyle counselling

Training

- Alcohol Awareness
- Become a Picture of Health
- Corporate Lunchbox
- Burn out: Recognising the signs and finding solutions
- Goal Setting
- Healthy Eating
- Heat Stress
- Healthy Bones
- Meal Preparation
- Mental Health Webinars
- Men's Health 101
- Physical Activity Workshop
- Rethink Sugary Drinks
- Sleep Science

Technology

- Health-ee App
- Health Risk Assessment
- Sleep Check
- SNAPSHOT Nutrition Check
- InBody Scan

Fatigue Fit



Fatigue Fit



Consultancy

- Fatigue Risk Assessment
- Fatigue Roster Review
- Individual Fatigue Consultation
- Procedure Development
- Subject Matter Expertise

Training

- Fatigue Awareness Training
- Fatigue Supervisor Training
- Fatigue Train-the-Trainer
- Journey Management Training
- Sleep Science

Technology

- FatigueTech

Body Fit



Body Fit



Consultancy

- Early Intervention Assessment
- Hazardous Manual Task Strategy
- Manual Task Culture Survey
- Onsite Physiotherapy
- Role Profile
- Workstation Ergonomics
- Work Tolerance

Training

- Manual Handling Training
- Pre-start Warm Up
- Train-the-Trainer

Technology

- MoveSAFE™
- ErgoCheck Online
- Virtual Physio Clinic
- Profiler Task Analysis

Mind Fit



Mind Fit



Consultancy

- We do not provide mental health consulting services as most organisations have incumbent EAPs and there are a range of industry specific mental health providers available to provide these services.

Training

- Leading a happy, health and safe working environment.
- Mental Fitness: Practical Tips for Everyday Mental Wellness
- Mind over Matter: Identifying and Managing Mental Health at Work.
- Managing stress & Building Resistance
- From Awareness to Action: Building a Mentally Healthy Workplace
- Let's Talk Mental Health: How to Start the Conversation
- Mental Health Protection via our social connection.

Technology

- Performance Edge (Stress management VR)

Our clients

MINING



LOGISTIC



UTILITIES



HEALTH



AGRICULTURE



INFRASTRUCTURE



GOVERNMENT



Posters

Mental health is a balancing act

Life choices have different consequences: good and bad, right and wrong, pleasure and pain. Help and support is only a conversation away.

Support

- Family & Friends
- HR/NST Teams
- Peer Support
- Onsite EAP
- MATES in Mining

Glencore FFL members scan to access more helpful Mind Fit resources

GLENCORE
Fit for Life

Tips to stay mind fit

Like body fitness, mind fitness needs to be actively maintained.

10 things to try:

1. Set realistic goals
2. Identify support systems
3. Practise stress management
4. Put limits on screen time
5. Foster positive social connections
6. Prioritise sleep
7. Stay physically active
8. Maintain balanced diet
9. Work-life balance
10. Make relaxation part of your routine

Glencore FFL members scan to access more helpful Mind Fit resources

GLENCORE
Fit for Life

Don't ignore the signs of fatigue

We all want to get home safely. Fatigue symptoms are the final warning. Don't ignore them, take action to stop and revive.

Glencore FFL members scan to access more helpful Fatigue Fit resources

GLENCORE
Fit for Life

Quality sleep puts fatigue to bed

Working at night disrupts the body clock and can lead to sleep debt, impairing performance and health.

Helpful tips to optimise sleep for shift work.


Night shift	Day shift
<ul style="list-style-type: none"> Try to get to sleep as early as possible Avoid sunlight, bright lights & screens Sleep in a quiet, cool & darkened room 	<ul style="list-style-type: none"> Plan to get 7-8 hours sleep Stick to a bedtime & waking routine Avoid caffeine & alcohol close to bed

Glencore FFL members scan to access more helpful Fatigue Fit resources

GLENCORE
Fit for Life

Posters


Fatigue Risk Management



Working Hours Goal: Provide enough opportunity to be obtain sufficient sleep and rest from work to present fit for work. Max hrs in 24 hour period (including travel) 16hrs Action: Fatigue check Max consecutive day shifts 7 Days Action: Control plan	Max hrs per week coverage over 28 day rolling period 56hrs Action: Fatigue check	Max hrs in 7-day period 72hrs Action: Do not exceed	In shift breaks 1 break >15 hr shift 2 breaks >15 hr shift Action: Stop if fatigued
Fitness for Work Goal: Adopt personal lifestyle behaviours that optimise your ability to attend fit for work. Aim for at least 7 hours sleep. Eat a healthy diet that supports a healthy body weight. Engage in regular physical activity. Limit alcohol to 10 standard drinks/week, no more than 4/day. Respond early and seek support for any health concerns.			
Task and Environment Goal: Consider strategies to mitigate fatigue risk relating to tasks. Job planning eg. safety critical tasks in daylight hours. Redesign of work practices eg. Rotate highly physical and monotonous tasks. Adequate breaks to rest, hydrate and eat eg. additional breaks for tasks in low decision times. Plan to manage task & environment hazards eg. air-conditioner fan heat, traffic division.			
Behavioural Goal: Respond early rather than later to escalating fatigue symptoms. Only <input type="checkbox"/> Task aware <input type="checkbox"/> Well rested/Vigilant <input type="checkbox"/> Engaged <input type="checkbox"/> Purposeful <input type="checkbox"/> Action oriented Continue task & monitor. Plan to stop task now and implement control strategies.	A little fatigued <input type="checkbox"/> Difficulty concentrating <input type="checkbox"/> Droney <input type="checkbox"/> Indifferent <input type="checkbox"/> Distracted <input type="checkbox"/> Lethargic Stop immediately, implement control strategies, and discuss action plan with support person.	Moderately <input type="checkbox"/> Difficulty completing task <input type="checkbox"/> Heavy eyelids <input type="checkbox"/> Irritable <input type="checkbox"/> Slow response <input type="checkbox"/> Repeated yawning	Extremely <input type="checkbox"/> Break in familiar task <input type="checkbox"/> Eye closure <input type="checkbox"/> Aggressive response <input type="checkbox"/> Disorientated memory <input type="checkbox"/> Physical exhaustion
Active Strategies Goal: To engage and support individuals to manage fatigue. Superior approved discretionary breaks. Napping breaks (15-20 mins) in safe areas. Access to company provided prevention and support programs. Supervisors openly discuss fatigue risks and solutions with workers.			
Journey Management Goal: To reduce the risk associated with driver fatigue and other road hazards. Journey Management Plans (>10mins travel to work or if travel is between 10pm and 5am). Trip Management Plans (local work-related travel that is >4hrs or >2hrs between 10am and 5am). Access company prevention and support programs.			

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What you do tomorrow could save your life.



A simple poo test is the easiest way to check for Bowel Cancer.

If you are over 50, you will receive a free at-home Test Kit every two years in the mail. Successful treatment is more likely when found early.


Symptoms to look out for:

- Blood in your poo or in the toilet bowl
- A change in your toilet habits that lasts more than 3 weeks
- Unexplained tiredness or weight loss
- Stomach pain

Did you know?
It's simple, collect two poo samples on consecutive days and put them in the post.

It's free... Do the test and stay fit for life.

Prostate check...



Did you know?
A PSA blood test only takes 5 minutes. A quick injection is more comfortable than a digital examination.

One thing to know, it's easy as a blood test.

Another point, if you're over 50 you are at higher risk of Prostate Cancer. For peace of mind do the test.

Symptoms to look out for:

- Difficulty passing urine
- A slow, interrupted flow of urine
- Frequent passing of urine, including at night
- Incontinence
- Blood in urine
- Pain during urination
- Lower back or pelvic pain

Book a test with your doctor and stay fit for life.

Feel better it's done!

The cervix is out of sight, easy to ignore and forget. Is it time for a little screen time?

It is recommended at the age of 25 for women to start cervical screening and then every 5 years. It is never too late to start.

Should I take the test?

- Yes, even if you have had a HPV vaccine, a hysterectomy or are over a certain age.
- Yes, at any age if you have symptoms including pain or abnormal vaginal bleeding or discharge.

Book a time with your doctor and stay fit for life.

It's a little screen time for a lifetime.

Challenge and health assessment assets: pre-start

Ravensworth Fitness Challenge

- Launch Presentation
- Nutrition Workshop
- InBody Composition Scans
- Nutrition Articles & Activities
- Team & Individual Awards

Sign up at the August Quarterly Training Days



RAVENSWORTH
FITNESS CHALLENGE
ethos HEALTH

Ravensworth Fitness Challenge

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RAVENSWORTH
FITNESS CHALLENGE
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Powerpoint slide

Ravensworth Fitness Challenge.

Final InBody Scan Dates:
November 7th, 14th, 21st & 28th



RAVENSWORTH
FITNESS CHALLENGE
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Challenge posters: weekly communications alerts

Week 0
Motivation
Check out this week's article on the Health-ee app to learn how to successfully turn motivation into action.

Week 1
Short & Effective Exercise
Check out this week's article on the Health-ee app to learn the benefits of short, effective exercise sessions.

Week 2
Too Busy or Too Tired?
Check out this week's article on the Health-ee app to learn how to integrate exercise into everyday life.

Week 3
Habits
Check out this week's article on the Health-ee app to learn how to replace your habits in a sustainable way.

Week 4
Nutrition

Week 5
Breakfast
Check out this week's article on the Health-ee app to learn how our breakfast choices can impact our everyday health.

Week 6
The Healthy Lunchbox
Check out this week's article on the Health-ee app for creative and convenient ways to pack a healthy lunchbox.

Week 7
Meal Planning
Check out this week's article on the Health-ee app to learn how to make your evening meals easier.

Week 8
Family
Check out this week's article on the Health-ee app to learn how to integrate healthy habits into family meal times.

Ravensworth Fitness Challenge
Congratulations!
Now that the challenge is over it is important to maintain your positive changes. Continue to use the Health-ee app to stay on track for your final InBody scans.

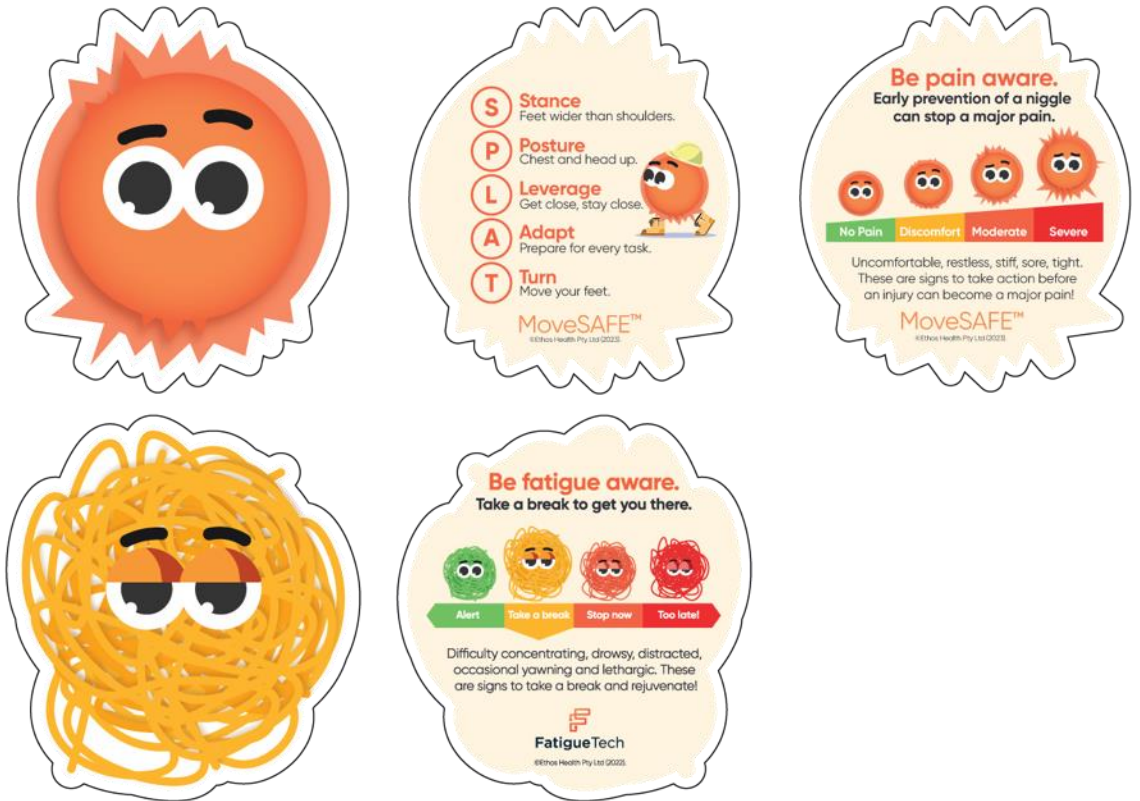
ethos HEALTH

Merchandise

Balls



Car Deodorisers



Other Assets

PowerPoint Templates

Enjoy the rewards of being Fit for life.

The Fit for Life program offers a range of resources, tools, amazing discounts and instant savings to support you and your families. Health and wellbeing is not a destination, it is a journey. The fit for life family will guide you to tools and resources to support your journey.

Discounts

4% savings on our everyday purchases on your weekly shop **Coles and Woolworths.**

Discounts on big tech items with **GoodGuys, Sony and Apple.**

Save on home and garden improvements at **Ikea, Barbecues Galore, Amart and Temple & Webster.**

Health and Wellbeing

Instant access to a library of resources such as **recipes, exercises, informative and interactive videos, tools and tips** to help support your journey to improve your overall health and wellbeing.

Instant Savings

Save instantly on your petrol costs with **5% off at Ampol and 3% at Caltex Woolworths.**

Save **10% at Supercheap Auto** on car tools, parts and accessories.

Glencore Benefits and Perks

Access to a suite of information about the **exclusive benefits and perks** you get for being part of the Glencore team.

Glencore | Fit for Life Program GLENCORE

App Wireframes

GLENCORE Fit for Life

Welcome to our health and wellbeing program

Body fit

Present enjoy and keep active

Lifestyle fit

Healthy food, healthy lifestyle

Money fit

Being money smart

Mind fit

Health of your mental health

Fatigue Fit

Monitor and manage your fatigue with FatigueFit™

Discount Hub

Access to over 100+ stores and savings for your everyday life

Our benefits

Site health and wellbeing support

Save as you go

Download the SmartSpending™ app now

Gift Code Gift Code

GLENCORE Fit for Life

Campaign Email Signatures




Fit for Life

Enjoy the rewards of being Fit for Life



Join Today!
Amazing discounts, benefits and wellbeing support for you and your family.

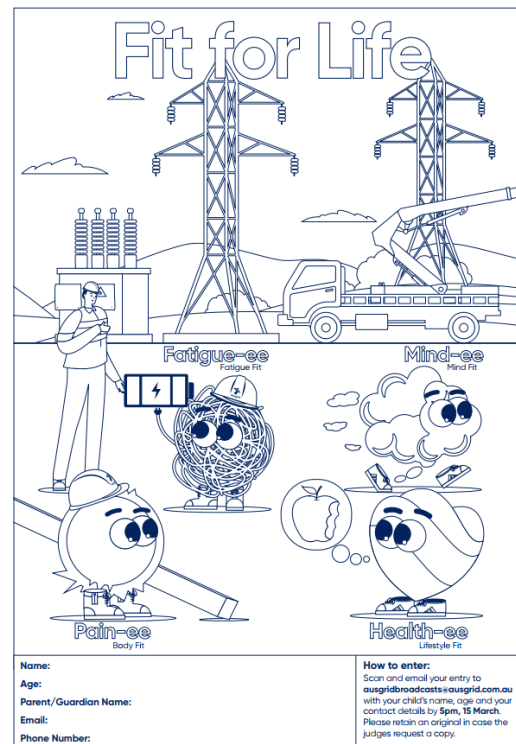
GLENCORE Fit for Life

Other Assets

Pull-up banners



Colouring in sheets



What does success look like?



Health Score

Year	Participation	Average Health Score	Change
2023	93	72	+1
2022	92	71	-1
2019	94	72	-3.5
2017	91	75.5	-1
2015	86	76.5	+3
2013	89	73.5	+5.5
2012	64	68	



Health & Wellbeing: Research & Strategy

We have led industry level research and strategic development to address complex health and safety issues.



Health & Wellbeing Strategy

This 1-day RESHAPE workshop will provide you with the skills, knowledge and resources to measurably improve the health of your workplace, through:

- A clear understanding of the modifiable health and safety risk factors in your organization
- A ROI calculator to understand what a healthy employee will save your business (through increased productivity, staff retention and reduced absenteeism)
- A practical, affordable and organisation-specific plan to improve the health of your workforce that is ready for management review
- An implementation guide and resources to execute the plan

RESHAPE your organisation

Would you like to create a plan to transform the health and well being of your workforce?

Implementing health and wellbeing programs can be tricky but they're important. As you know, the health of your employees has a significant impact on the productivity and resilience of your business.

Ethos Health is here to help. We've developed a comprehensive planning and implementation framework called RESHAPE.

Drawing on a deep body of research and industry experience RESHAPE.

- Satisfies your strategic, operational and financial goals
- Is customised to your organisation's people, needs and budget
- Encompasses mental and physical wellbeing
- Satisfies your legal, corporate and social responsibilities for employee health, safety and wellbeing under the WHS Act

Annual Health Calendar

Month	Theme	Australian Health Focus	Activity	Links
January	Goal Setting	New Years Resolutions	Communication of goals for annual health program Tool box talk re: fatigue self assessment	Links to goal setting tools Link to online health risk assessment
February	- Alcohol: Opportunity or Problem	FebFast	Dissemination of comms tools (posters, flyers)	Links to FebFast website
March	Sleep hygiene - Tips and strategies - Optimising sleep for shift work	National sleep awareness week	Dissemination of comms tools (posters, flyers)	Link to optimising sleep for night shift Fatiguetech Sleep tips page
April	Driving - Car pooling - Commute and road safety	World Health Day World Day for Safety & Health	Dissemination of comms tools (posters, flyers, car deodorisers) Tool box talk re: journey management plans	Fatigue Tech - Link to journey management plan https://www.fatiguetech.com.au/what-factors-increase-the-risk-of-a-fatigue-related-incident/
May	Nutrition - Eating on shift work - Caffeine and energy drinks	Heart Week	Dissemination of comms tools (posters, flyers)	https://www.fatiguetech.com.au/caffeine-sleep/ https://www.fatiguetech.com.au/10-nutrition-tips-to-beat-fatigue/ Link to heart foundation resources
June	Health Surveillance. Men: What checks should you get for your age?	Bowel Cancer Awareness Month Men's Health Week	Distribute resources of health surveillance recommendations through the ages for women	Bowel cancer foundation link Link to online health risk assessment
July	Alcohol: Opportunity or Problem	Dry July	Dissemination of comms tools (posters, flyers) 3 min prestart video on alcohol and sleep	Link to Dry July Challenge https://www.fatiguetech.com.au/alcohol-sleep/ https://www.fatiguetech.com.au/sleep-medication/
August	Shift work and sleep - Managing shift change - Sleep debt	Sleep Awareness Week	Dissemination of comms tools (posters, flyers, information handout)	Link to sleep strategies https://www.fatiguetech.com.au/optimising-sleep-for-night-shift/ https://www.fatiguetech.com.au/sleep-debt/
September	Health Surveillance. Women: What checks should you get for you age?	R U okay day Women's Health Week	Dissemination of comms tools (posters, flyers, health surveillance recommendations through the ages for women info resource)	
October	Pain - What is pain? How do I respond?	Ocober	Dissemination of comms tools (posters, flyers) Toolbox talk from onsite physio	
November	Mental Health - Anxiety and stress - Financial stress	Movember National Skin Cancer Action week	Dissemination of comms tools (posters, flyers, information handout) Toolbox by EAP (activity: Black book technique activity)	Link to budgeting tools https://www.fatiguetech.com.au/stress-fatigue/ https://www.fatiguetech.com.au/anxiety-fatigue/
December	Driving - Fatigue and road accidents - Holiday driving		Dissemination of comms tools (posters, flyers, car deodorisers) Tool box talk re: journey management plans	Fatigue Tech - Link to journey management plan https://www.fatiguetech.com.au/what-factors-increase-the-risk-of-a-fatigue-related-incident/

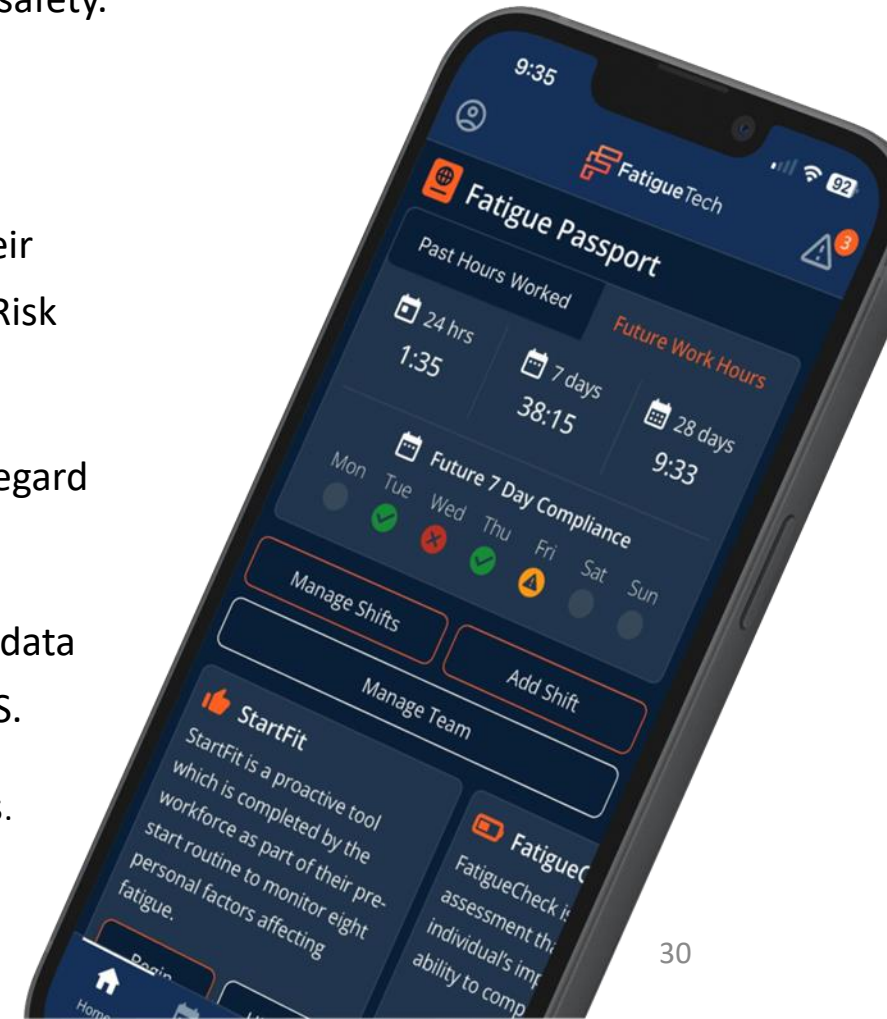
FatigueTech

Aim

- To automate and enhance Fatigue Risk Management Systems (FRMS) and optimise the balance between service delivery (efficacy and efficiency) and worker health and safety.

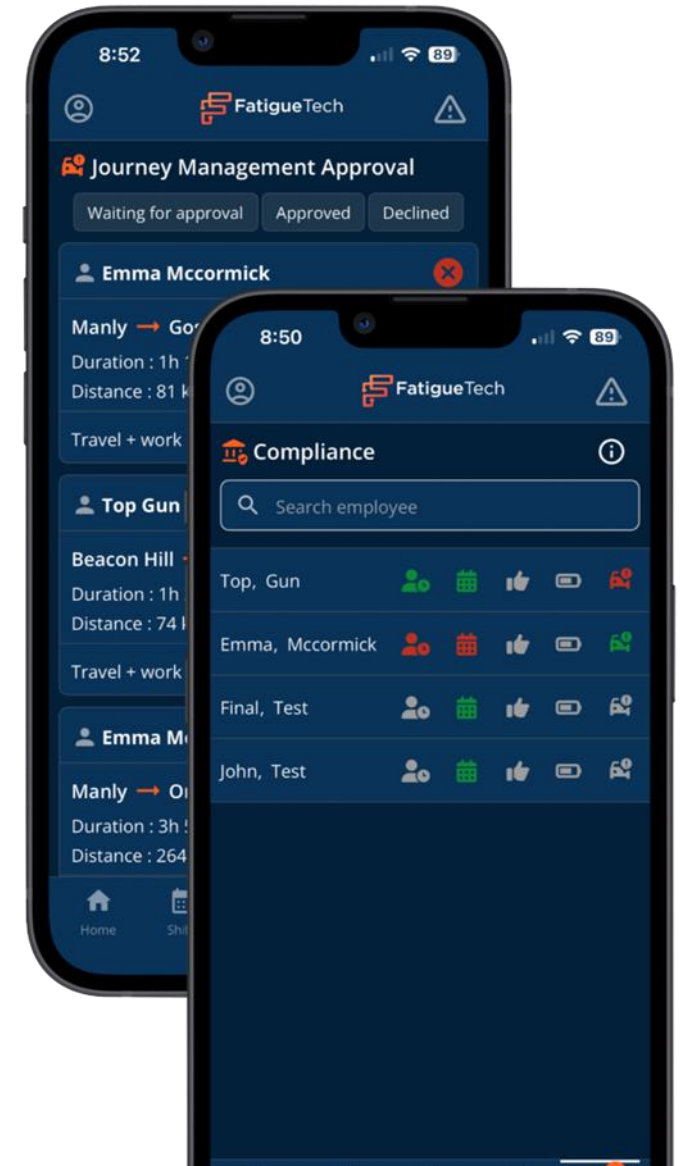
Objectives

1. To provide the knowledge, skills and resources (technology) for workers and their leaders to follow a systematic process to implement the organisation's Fatigue Risk Management System (FRMS).
2. To provide tools for organisations and workers to fulfill their duty of care with regard to fatigue risk management.
3. To provide organisations with a real-time data collection tool so fatigue related data can be used to monitor compliance and effectiveness of the organisations FRMS.
4. To help design, adapt and enhance fatigue management practices and solutions.



FatigueTech App: Features & Functions

- **Work Hour Monitoring:** Enables workers and supervisors to monitor compliance with work hour requirements.
- **Fitness For Work (StartFit):** Assesses eight fitness for work factors that can impact an individual's well-being and fatigue.
- **Fatigue Self-Assessment (FatigueCheck):** A point-in-time assessment that documents actions that people take to manage their risk of fatigue.
- **Journey Management:** A documented process of planning road transport journeys with the goal of arriving safely.
- **Manage Team Function:** Enable supervisors to identify, assess and manage employees work hours, fitness for work, fatigue impairment and journey management risk all in on place.
- **Data & Analytics:** Data will drive meaningful insights and discussions with workers regarding their fatigue risk and improve employee engagement in fatigue risk management.
- **Knowledge Centre/Ask an Expert:** A searchable library of self-help fatigue information.
- **Personal Fatigue Assessment:** Validated questionnaire to help individual self-assess personal risk factors.



Ethos Health

Fit for Life

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