

# CASE STUDY

## Wellbeing Conversations

### Project Owner

Laing O'Rourke



**CULTURE IN  
CONSTRUCTION**

Time for Life. Wellbeing. Diversity.

### Company Overview

At Laing O'Rourke, our purpose is to push the boundaries of what's possible in service of humanity; together with our values of care, integrity and courage, this is what makes us unique in who we are and drives the impact we want to have as a business in the world.

Our strong culture stems from our family ownership and passion to deliver projects that improve the lives of the communities they serve. Our people are central to this, and we strive to provide them with rewarding and challenging careers in a healthy and sustainable environment that acknowledges the evolving changes and demands of their personal and family lives.

### Company Initiatives

In February 2021, Life at LOR was launched as Laing O'Rourke's new approach to wellbeing. To support this approach, we developed an online platform that serves as a 'one-stop-shop' for our people to find out how to support and maximise their wellbeing across five pillars: financial, social, workplace, mental and physical.

The platform offers information about a range of things like employee discounts, private medical insurance, annual leave, flexible work options as well as recreational content, such as articles, recipes, and exercise videos.

A Wellbeing Committee was formed to drive our wellbeing agenda in Australia. Made up of a diverse group of people from across the business, the committee looks at wellbeing best practice as well as implementing new initiatives and promoting our wellbeing resources and support services across the five pillars.

Our cultural emphasis on mental health and wellbeing also extends to the supply chain, with our staff, workforce and partner organisations additionally supported by a peer network of 247 Mental Health Champions and 53 Mental Health First Aiders.



**LAING O'ROURKE**



life  
at LOR

thriving through  
better wellbeing

## Other Wellbeing Initiatives at Laing O'Rourke

1. **Mental health awareness programmes** for employees, managers and supervisors.
2. **Mental health first aid training** to assist people who are developing or experiencing a mental health problem, and signpost the appropriate professional help.
3. **Employee Assistance Programme** provided by TELUS Health who operate a 24/7 helpline for our people and their families.
4. **Mental health toolkit** filled with practical information and resources.
5. **TheEnergyProject**, an initiative that equips all employees with the principles of energy capacity management to enable them to thrive.
6. **The Workplace Giving Initiative**, which allows all employees in Australia to regularly donate to a number of charitable organisations.
7. **The Safe Spine, Safe Mind Program** run in partnership with Vitality Works to educate people in physical wellbeing, while also acknowledging their mental health and the need to feel satisfied, engaged and empowered through their work in order to perform at a high level.
8. **Leave policies, including an industry leading paid parental leave policy.**
9. **Family and domestic violence leave and support.**
10. **Flexible working policy and toolkit** to support a holistic approach to wellbeing by supporting people's balance between work and home life.
11. **EPIC volunteering days** that provide each employee with one volunteering day per calendar year as an opportunity to help community organisations and those in need.



## Contact us

For more information or to get involved in shaping the Culture Standard, please contact us: