



“ Get to know your people.
Show vulnerability as a leader,
so staff know it's OK not to
be 100 per cent.

Meet Sally-ann

Sally-ann is the Executive Manager of Eather Group, a transport and civil contracting business that operates at the intersection of civil construction, logistics and the circular economy. After losing her father, Darrell, to suicide just four months after the launch of the business in 2010, Sally-ann became a strong advocate for talking openly about mental health and supporting workplace wellbeing initiatives.

Eather Group began with a single pink Mack truck, purchased by my husband, Peter, and I while we were still working other jobs. What started as a leap of faith has grown into a family business that helps construction projects turn waste into reusable resources through civil logistics and circular economy solutions.

Four months after registering the business, my father, Darrell, died by suicide at the age of 61. His death was a huge shock, and it took me a long time to process it. **Talking openly about my dad's passing, with professionals and those close to me, became essential to my healing and shaped my belief in the power of honest conversations about mental health.**



In the years that followed, I lost a cousin and a valued subcontractor to suicide, reinforcing the importance of psychosocial safety in the workplace. At Eather Group, we aim to create a workplace where people who may not have traditionally seen themselves represented in our industry feel welcome, supported, and valued. **We believe that looking after mental health isn't just the right thing to do – it saves lives.**

In my dad's case, it was sudden – sometimes the signs are hidden; other times they're gradual. What's important is to take genuine interest in others. **You never know how much simply checking in, asking someone how they're going, and truly listening could help.** Asking a mate, a colleague or a family member, 'are you OK?' could save their life.

Tips for building an R U OK? Culture in Trucks & Sheds

- Prioritise company-wide wellness chats, featuring mental health experts.
- Support connection through staff get-togethers and family days.
- Promote the importance of physical health, including diet, movement and sleep.
- Normalise regular check ins. Ask, 'are you OK?'. Listen and follow up.



Scan the QR code or go to
healthyheads.org.au/ruok

Ask
R U OK?  **ANY DAY**
in Trucks & Sheds