

Making mental health part of the working day

Looking after people isn't a one-off. It's something you build into the everyday. For Linde, that means working with Healthy Heads in Trucks & Sheds to bring practical, industry-specific wellbeing resources into its regular communications, toolbox talks and site activities. This helps people find support when and where they need it most – in the office and out on the road. The partnership also reaches beyond Linde's workforce, as its telematics platform puts wellbeing messages in front of equipment operators across the wider industry.



3+ years Healthy Heads partnership

Resources shared year-round

Established Linde Wellbeing Committee

Support extended to visiting drivers

About Linde Material Handling

Linde Material Handling provides equipment, services and solutions to logistics, warehousing, manufacturing and industrial businesses nationwide. Its people work in offices across Australia and out on the road. At Linde, wellbeing sits alongside physical safety as part of building a safe, supportive and sustainable business. That commitment starts at the top.

The challenge

When it came to employee wellbeing, Linde faced a bigger challenge than raising awareness. It needed to reduce stigma and make wellbeing an ongoing focus, not a one-off event. Field service technicians were a priority, as the work can be isolating and remote teams are hard to bring together. Linde needed credible, practical resources that could reach people where they were, when they needed support, and fit into its existing safety and wellbeing activity.

The partnership in practice

Building shared ownership. A cross-functional Wellbeing Committee brings together HR, HSEQ, Sales and Marketing to embed wellbeing into everyday operations across the business.

Making wellbeing part of every day. Linde shares Healthy Heads resources – including the App, *How Ya Travellin'?* podcast, toolbox talks and wellbeing planning tools – through Teams, branch communications and broader wellbeing initiatives. This makes support easier to access year-round.

Reaching people wherever they work. The Healthy Heads Road Show brings wellbeing conversations, mental health toolbox talks and health checks to branches nationwide. The App and podcast also help field technicians access support while they're on the road.

Extending the reach. Linde integrates Healthy Heads content into its telematics platform, putting wellbeing messaging in front of operators as they use Linde equipment each day. This takes the message beyond Linde's workforce to the wider industry.



Our partnership with Healthy Heads has made wellbeing part of everyday conversations across our branches, field service and warehousing network. We're also proud to help these messages reach Australia's warehousing, transport and logistics sectors.

– George Pappas, Executive Director Rest of Asia Pacific (RAPAC),
Managing Director, Linde Material Handling Australia & New Zealand

Impact

- Greater awareness and confidence among managers when handling difficult conversations.
- More open discussion of mental health in toolbox talks, branch visits and informal conversations, with more questions about wellbeing and available support.
- Positive feedback on the Healthy Heads Road Show and R U OK? in Trucks & Sheds activities.
- Continued use of Healthy Heads resources and repeat participation in activities.
- Increased access to wellbeing messaging for equipment operators through Linde's telematics system.



What made it work

Linde's experience offers a few practical lessons for other businesses:

- Visible support from leaders helps make wellbeing everyone's responsibility.
- A cross-functional team keeps the work moving and stops it sitting with one department.
- Simple resources that reflect people's roles make it easier to take part without specialist knowledge.
- Using familiar channels and safety routines helps wellbeing become part of normal operations.
- Regular communication keeps the topic visible between larger activities and events.

Linde also values having a responsive Healthy Heads team and the freedom to tailor resources to its material handling environment.

What's next?

Linde plans to broaden its Wellbeing Committee to include more roles and states, introduce new activities across its branches and use Healthy Heads resources more widely through its Sales and Service teams.

Partner with Healthy Heads

You don't need a complicated standalone program to make wellbeing part of the working day. Healthy Heads offers practical, industry-specific resources and partnership support that can fit around the way your business already works – helping you build a healthier, safer and more resilient workplace.

Visit the Healthy Heads website for practical resources and support to improve wellbeing across your organisation.

