

Form Title: Mental Health & Well-Being Policy
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Mental Health & Well-Being Policy

The company is committed to fostering a workplace culture that prioritizes the mental health and well-being of our employees. We believe that mental health is just as important as physical health and are dedicated to creating an environment where everyone feels valued, supported, and able to thrive.

We understand that work can sometimes be a source of stress and challenge, and we are committed to providing resources, support, and a positive environment to help our employees maintain their mental well-being. This includes promoting open communication about mental health, reducing stigma, and ensuring all employees have access to the information and assistance they may need.

To achieve this, we will:

- Raise awareness of mental health and well-being through regular communication, training, and initiatives.
- Provide support to employees experiencing mental health challenges, ensuring confidentiality and a non-judgmental approach.
- Train managers to recognize and respond to mental health concerns and create an inclusive environment.
- Offer flexible working arrangements where possible to support work-life balance.
- Regularly review workplace practices to ensure they promote mental well-being.
- We are committed to ensuring that no one is discriminated against or treated unfairly due to their mental health. This policy reflects our adherence to UK legislation, including the Equality Act 2010, and our commitment to providing a safe, respectful, and inclusive workplace.

By working together, we aim to build a supportive environment where everyone can thrive, both personally and professionally.

Signed: *David McHugh*

Name: D. McHugh

Role: Managing Director

Date: June 2026