

Mental Wellbeing Policy

J McCann & Co Limited considers that nothing is so important that it cannot be done safely and Health & Safety will never be compromised for other objectives.

The maintenance or improvement of the health and safety of our employees and anyone else affected by our activities is fundamental to our success. We believe there is never any conflict between the company's long-term success and our obligation to keep employees and members of the public safe.

This commitment to our employees' health and safety extends to safe guarding their Mental Wellbeing and maintaining their mental fitness as well as their physical fitness, as our employees experience better physical health through having good mental health.

J McCann & Co Limited's policy is to create a work culture where everyone is treated with respect and dignity and allowed to flourish and grow. We will:-

- Train key staff members to become Mental Health First Aiders.
- Deliver program of mental health awareness training to or employees.
- Promote positive discussion and culture around mental wellbeing.
- Support employees with an external 24 hour Employee Assistance Programme.
- Audit the work environment for physical stressors such as flickering lights and eliminate them.

The implementation of our Mental Wellbeing Policy is a management responsibility and relies upon the competence, cooperation and commitment of all employees and subcontractors. We will therefore:-

- Develop a work culture where everyone is treated with respect and dignity and issues such as bullying and harassment are not tolerated.
- Develop a culture where open and honest communication is encouraged and support and mutual respect are the norm.
- Encouraging an ethos whereby staff know that it's OK to talk about mental health and that it is safe to disclose their experiences in a supported environment.
- Give employees more control over their work and how they do it. Lack of autonomy is a major cause of stress.
- Ensure that the employee has the right level of skills for the job.
- Make sure that all employees have a manageable workload.
- Operate flexible working hours so that employees can balance the demands of home life with work.
- Promote the five ways of wellbeing: Connect, Be Active, Take Notice, Keep Learning and Giving.

We will also confirm the presence of these arrangements to our supply chain partners.

The Managing Director, who has overall responsibility for this policy, will ensure the provision of adequate resources for its implementation and will regularly assess the continuing improvement of the Company's Mental Wellbeing provision.

This policy will be brought to the attention of all employees and subcontractors working on behalf of the Company and reviewed at least annually.

This policy will be freely available to the public via the Company Internet Site.



John McCann
Managing Director

Date Last Reviewed:
January 2025