

As a major civil engineering company, McFour Ltd recognises its duty of care to protect the health and safety of all employees. This includes their wellbeing, both physically and mentally. Mental health and wellbeing is a crucial topic to consider within the company and is relevant to all members of the organisation as anyone can be affected at any time.

McFour Ltd aim to create and maintain a workplace culture that promotes and supports the general health and wellbeing of all staff, including mental health. To achieve this, McFour Ltd commit to:

- Increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- Encourage members of the organisation to become nominated mental health advocates within the company on behalf of their colleagues and the organisation.
- Reduce stigma around depression and anxiety in the workplace.
- Encourage employees to actively participate in a range of initiatives that support mental health and wellbeing.

Regular toolbox talks and the undertaking of relevant training will assist in actioning the above points.

This policy applies to all managers, employees, and operatives of McFour Ltd, all of whom are responsible for fulfilling the actions set out within the policy.

All employees are encouraged to:

- Understand this policy and seek clarification from management where necessary.
- Consider this policy whenever representing McFour Ltd and when completing work-related duties.
- Support fellow colleagues in their understanding and awareness of this policy.
- Support and contribute to McFour Ltd's aim of creating a mentally healthy and supportive work culture for all employees.

All employees have a responsibility to:

- Be aware and protect their own mental health and wellbeing, including physical health.
- Be considerate to fellow colleagues by ensuring that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- Ensure that all workers are made aware of and have access to this policy.
- Actively support and contribute to the implementation of this policy.
- Manage the implementation and review of this policy.

Communication:

McFour Ltd will ensure that:

- All employees receive a copy of this policy (together with other policies) during the induction process.
- This policy can be accessed by all members of the organisation. Policies are displayed in all Site Offices as well as the Head Office.
- Employees are informed when a particular activity aligns with this policy.
- Employees are empowered to actively contribute and provide feedback to this policy to aid improvements where necessary.
- Employees are notified of all changes to this policy.

Monitoring and Review:

McFour Ltd will review this policy annually unless otherwise required.

Effectiveness of this policy will be assessed through:

- Feedback from employees, operatives and management
- Review of the policy by management to determine if objectives have been met and/or identifying potential barriers and facilitators to evolving policy implementation.

Signed: 

Date 01/02/2024

Mr Martin McDermott, Managing Director