

PSYCHOSOCIAL WELLBEING STONBURY GROUP POLICY

Doc No. Policy-005 Version 1 Date 01-07-21 Owner Group Managing Director

stonbury

PURPOSE

Stonbury Ltd is justly proud of its position as a specialist contractor to the water industry. We believe that people are key to maintaining this position. That is why we take the psychosocial wellbeing of all our employees and others affected by our activities as being of paramount importance. Good mental health is good business and we expect all of our employees and our supply chain to apply exemplary standards of mental health protection and enhancement at work.

SCOPE

This policy applies to Stonbury Ltd and ITS Stonbury Ltd and covers all work activities undertaken on behalf of the businesses.

COMMITMENT

The Board will demonstrate an ongoing commitment to improving psychosocial wellbeing by promoting best practices throughout our organisation that meet, and where possible exceed, both our statutory and moral obligations. We will endeavour to ensure the psychosocial wellbeing at work of our employees and others affected by our activities. The Board is committed to ensuring that all employees recognise and understand their obligations, and feel empowered to apply and enforce exemplary psychosocial wellbeing practice.

We will:

- Reduce, and where possible, eliminate psychosocial wellbeing risk.
- Define roles and responsibilities for managing psychosocial risk, and promoting wellbeing at work.
- Commit to preventing ill-health and injuries related to psychosocial risk, and promoting wellbeing at work, and reflect these commitments in our main health, safety and wellbeing policy.
- Consider how other policies (e.g. human resources, corporate social responsibility) support both this psychosocial wellbeing policy, and our main health, safety and wellbeing policy, to achieve common objectives.
- Fulfil legal requirements and other requirements related to health, safety and wellbeing at work, including the management of psychosocial risk.
- Provide a framework for setting and reviewing objectives for the management of psychosocial risk.
- Promote and enhance a working environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust.
- Communicate this policy to all workers so that they are aware of their rights and responsibilities.
- Regularly review this policy to ensure it remains relevant and appropriate to the organization.
- Consult workers and, where relevant, other interested parties in the development of policy to manage psychosocial risk.
- Provide appropriate resources, information, instruction, training and supervision to manage psychosocial risk.
- Maintain a 'Just Culture', where all can speak out without fear of reprisal but where repeated, willful unacceptable behaviour is not accepted.
- Encourage our supply chain to implement their own psychosocial risk policies and standards that are equal to, or better than, our own.

REVIEW AND COMMUNICATION

We will review and revise this policy at regular 12 monthly intervals, as part of change planning, lessons learned, knowledge transfer and post incident. We will communicate this policy throughout all levels of the group and make it available to interested parties on request.

APPROVAL

Signed by the Group Managing Director



Ian Mellor
Date 1st July 2021

