

Wellbeing and Mental Health Policy Statement

We are a civil engineering, building and groundworks company based in the Midlands and operating throughout the UK supporting the country's largest organisations within construction. Essentially, McDermott Building and Civil Engineering Ltd (McDermotts) is a family founded business that is values driven and managed as a professional corporate entity; underpinned by continuous investment and a customer-centric focus. Indeed, we believe that most values are relevant but the single one we wish to emphasise is "Integrity" which represents a concept of consistency of actions, values, methods, measures, principles, expectations and outcomes.

We operate an integrated management system that is certified to ISO 9001, ISO 14001, ISO 45001, ISO 50001 and NHSS 30. The scope of our management system is "civil engineering, building and groundworks", operating as both a contractor and principal contractor. Interested parties include our employees, contracted personnel, and subcontractors. These are referred to as persons working under our control.

We recognise that mental health is as important as physical health and are aware of the statistics which confirm that, on average, one in four people will experience a mental health difficulty during any given year and that such issues may cause real and lasting damage to an individual. McDermotts also recognises that most people who experience mental health difficulties will recover or learn how to manage their symptoms, especially if they receive support as early as possible.

We are committed to:

- Promoting mental health and wellbeing through our policies, training, and regular communications campaigns (including alcohol awareness, diet, exercise, self-management);
- Preventing, as far as is practicable, those circumstances detrimental to mental health and wellbeing;
- Providing an environment in which staff who have mental health difficulties receive suitable support and adjustments to their work to allow them to achieve their fullest potential;
- Providing and support operatives with medical checks and health surveillance in collaboration with Highways England's "Raising the Bar" initiative.

This policy applies to all persons working under our control and aims to ensure that they are all appropriately supported in their workplace. Our Wellbeing and Mental Health Policy Statement interacts with several other related policies and guidance procedures:

- Occupational Health and Safety Policy
- Equality and Diversity Policy
- Grievance Procedures
- Sickness Absence Policy
- Alcohol, Drugs, and Substance Misuse Policy

The Board of Directors ensure regular meetings to set, review and evaluate objectives, targets and programmes of action.

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties through our website. In addition, a copy will be displayed at head office.

Malcolm McDermott

Malcolm McDermott
Managing Director

Date: January 2023