



MENTAL HEALTH & WELLBEING POLICY STATEMENT

The purpose of this policy is for Fawkes and Reece to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing. Fawkes and Reece believe that the mental health and wellbeing of our staff is key to organizational success and sustainability.

Fawkes and Reece aim to:

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in the workplace.
- To facilitate employees' active participation in a range of initiatives that support mental health and wellbeing.

Responsibilities:

All employees are encouraged to:

- understand this policy and seek clarification from management where required
- consider this policy while completing work-related duties and at any time while representing Fawkes and Reece
- support fellow workers in their awareness of this policy
- support and contribute to Fawkes and Reece's aim of providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- take reasonable care of their own mental health and wellbeing, including physical health
- take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- ensure that all employees are made aware of this policy
- actively support and contribute to the implementation of this policy, including its goals
- manage the implementation and review of this policy.

This policy statement will be briefed to all employees at induction and shall be formally reviewed on an annual basis at the Management Review meeting.

Signed:

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Position:

Managing Director

Date:

November 2022