

At PWM UK Ltd, we are committed to safeguarding the mental health and wellbeing of all our employees, contractors, and anyone associated with our organisation. We recognise that mental health is an integral component of overall wellbeing and is essential for individual and collective success.

Our Commitments:

- **Promotion of Mental Health:** We are dedicated to fostering a positive and inclusive work environment that promotes mental health awareness, resilience, and wellbeing. We aim to create a workplace culture where employees feel comfortable discussing mental health openly, seeking support when needed, and proactively managing their mental health.
- **Stigma Reduction:** We are committed to eradicating the stigma associated with mental health issues. We will provide education and training to reduce misconceptions and discriminatory attitudes towards mental health conditions.
- **Accessibility to Resources:** We will ensure that all employees have access to resources and support for maintaining and improving their mental health. This includes providing information on available mental health services, counselling, and self-help resources.
- **Work-Life Balance:** We acknowledge that achieving a healthy work-life balance is crucial for mental wellbeing. We will promote flexible working arrangements, time off, and support for managing work-related stress.
- **Early Intervention:** We recognise the importance of early intervention in managing mental health concerns. We will encourage employees to report any concerns related to their mental health, and we will respond promptly with appropriate support and resources.
- **Prevention and Training:** We will provide training and awareness programs for employees and management to identify and prevent mental health issues. This includes stress management, resilience-building, and conflict resolution.
- **Accommodations:** We will work with employees who require reasonable accommodations due to mental health conditions to ensure their equal participation in the workplace.
- **Performance Management:** We will consider the impact of mental health on performance management processes and take a compassionate and supportive approach in addressing any challenges.
- **Monitoring and Evaluation:** We will regularly assess the effectiveness of our mental health and wellbeing initiatives through feedback mechanisms and surveys. This will enable us to continuously improve our efforts and adapt to evolving needs.
- **Confidentiality:** We will maintain confidentiality regarding employees' mental health information. Disclosure of such information will only occur with the individual's consent or when required by law.

The responsibility for implementing this policy rests with all levels of management, and every employee is expected to contribute to its success.

At PWM UK Ltd, we believe that a mentally healthy workplace is essential for the overall success and wellbeing of our organization. By implementing this policy, we demonstrate our commitment to creating a supportive, compassionate, and inclusive environment where mental health is valued, protected, and prioritized.

A handwritten signature in black ink, appearing to read "Alex Murphy".

Alex Murphy
Managing Director
10th October 2023