

# Mental Wellbeing Policy

HR-POL-02-02

## 1. Purpose

Statom Group is committed to promoting mental wellbeing among all workers and creating a supportive work environment. This policy outlines our approach to mental health, emphasizing prevention, support and fostering a culture of openness and understanding.

## 2. Scope

This policy applies to all workers, contractors and partners within Statom Group and encompasses all aspects of our operations.

## 3. Policy Statement

At Statom Group, we recognize that mental wellbeing is just as important as physical health. We are dedicated to supporting our employees' mental health by providing resources, creating a supportive workplace culture and reducing the stigma associated with mental health issues.

### Objectives

1. **Promote Mental Wellbeing:** Foster a culture that prioritizes mental health and encourages open discussions about wellbeing.
2. **Provide Support:** Ensure access to resources and support systems for employees experiencing mental health challenges.
3. **Training and Awareness:** Educate employees and management on mental health awareness, including recognizing signs of distress and supporting colleagues.
4. **Flexible Work Environment:** Encourage work-life balance and provide flexible working arrangements where possible.

### Responsibilities

- **Leadership:** The management team is responsible for promoting mental wellbeing and ensuring the implementation of this policy.
- **Human Resources (HR):** HR will coordinate training, resources, and support services related to mental wellbeing.
- **Workers:** All workers are encouraged to engage in discussions about mental wellbeing, support their colleagues, and utilize available resources.



## Mental Health Awareness and Training

- Statom Group will provide training sessions on mental health awareness for workers and management to help identify signs of mental distress and understand how to support colleagues effectively.
- Regular workshops and seminars will be organised to raise awareness and provide tools for managing mental wellbeing.

## 4. Open Communication

- Statom Group encourages an open-door policy where employees feel comfortable discussing mental health concerns with their managers or HR.
- Regular check-ins and well-being surveys will be conducted to gauge the mental health climate within the organization.

## 5. Flexible Working Arrangements

- Statom Group will consider flexible working arrangements to support employees in managing their mental health, including options for remote work, adjusted hours, or reduced workloads when necessary.

## 6. Crisis Support

- In the event of a mental health crisis, employees are encouraged to seek immediate support from HR or designated mental health professionals.
- Emergency contact information for mental health services will be readily available.

## Monitoring and Review

- The effectiveness of this policy will be monitored regularly through employee feedback, wellbeing surveys, and attendance at training sessions.
- This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practices, and employee needs.



## Compliance

Statom Group is committed to complying with all relevant mental health legislation and guidelines. Any breaches of this policy will be taken seriously and may result in disciplinary action.

## Approval

This policy has been approved by the Board of Directors of Statom Group and will be reviewed annually.

**SIGNED:**



Martina Oyite  
**Human Resources Director**  
Statom Group Limited  
**REVIEW:** Annual  
**DATE:** 01/06/2025  
**NEXT REVIEW:** 01/06/2026

**SIGNED:**



Paul Whelan  
**Managing Director**  
Statom Group Limited  
**REVIEW:** Annual  
**DATE:** 01/06/2025  
**NEXT REVIEW:** 01/06/2026