

Stress Management Policy

HR-POL-035-02

1. Introduction

Statom Group is committed to fostering a supportive working environment that promotes both physical and mental wellbeing. In accordance with the Health and Safety at Work etc. Act 1974, and best practice guidance from the Health and Safety Executive (HSE), we recognise the importance of identifying and mitigating work-related stress before it adversely affects the health of our staff or the performance of the organisation.

The HSE defines stress as:

“The adverse reaction people have to excessive pressure or other types of demand placed on them.”

Stress can affect anyone and, if not managed, can contribute to poor health, reduced performance, and a negative working environment. Statom Group acknowledges that, while some level of pressure is a normal part of work, excessive and sustained pressure may lead to stress and related health conditions.

2. Purpose of the Policy

The purpose of this policy is to:

- Promote awareness and understanding of work-related stress and its potential impact
- Identify and manage risks associated with stress in the workplace
- Foster a positive organisational culture that values employee wellbeing
- Provide mechanisms for support, guidance, and appropriate intervention
- Encourage open communication and reduce stigma around mental health
- Ensure a consistent approach to stress management across all projects and departments

3. Policy Objectives

Statom Group commits to achieving the following objectives:

- Ensure Directors, senior managers, and line managers provide visible leadership and create a culture where staff wellbeing is a business priority
- Raise awareness among employees and managers of the causes, signs, and effects of stress



- Develop and maintain systems for identifying and assessing work-related stress risks, using tools such as stress risk assessments and anonymous feedback
 - Ensure that individuals have access to timely support, including confidential advice or referral to occupational health and counselling services where appropriate
 - Equip managers with training, tools, and guidance to recognise signs of stress and respond appropriately
 - Provide sensitive and structured return-to-work plans following stress-related absence
 - Maintain open dialogue and consultation with employees, staff representatives, and mental health champions to identify improvements
 - Promote a flexible and supportive work environment where workloads, deadlines, and expectations are balanced and reasonable
 - Review this policy at least annually to ensure it remains relevant, effective, and aligned with employee needs and legal expectations
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4. Organisational Commitment

Statom Group recognises that stress management is a shared responsibility between the organisation and the individual. While Statom will take all reasonable steps to minimise workplace stressors, employees are also encouraged to raise concerns early, seek support when needed, and take ownership of their personal health.

We are committed to:

- Encouraging work-life balance
 - Addressing conflict promptly and constructively
 - Avoiding unrealistic or conflicting demands
 - Supporting career development and recognising achievements
 - Protecting against harassment, bullying, and discrimination
 - Promoting respect, inclusion, and psychological safety
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5. Responsibilities

Senior Leadership Team

- Set the tone for a healthy workplace culture
- Champion mental wellbeing initiatives across the business
- Allocate sufficient resources for training, support, and awareness campaigns
- Periodically review incident trends and stress risk indicators



Line Managers and Site Supervisors

- Monitor team workloads and working conditions
- Conduct stress-related risk assessments when needed
- Engage in open, confidential conversations with staff
- Signpost to internal and external support services
- Support return-to-work programmes following absence

Human Resources / SHEQ

- Provide training and guidance for stress prevention and early intervention
- Maintain confidential records of stress-related issues or support
- Refer individuals to occupational health or employee assistance programmes
- Evaluate the effectiveness of this policy annually

Employees

- Raise concerns about stress or mental health early and constructively
- Participate in training and awareness sessions
- Support colleagues and contribute to a respectful work environment
- Use internal support services or speak to a line manager or HR if affected

6. Support Mechanisms

Statom Group will provide access to:

- Mental health awareness training for managers and teams
- Mental Health First Aiders across project locations
- External confidential counselling services where appropriate
- Flexible working arrangements in line with operational needs
- Occupational health referrals for professional assessment and advice

7. Monitoring and Review

This policy will be reviewed at least annually, or earlier if significant changes in legislation, operations, or incident trends occur.

Regular monitoring will include:

- Analysis of absence records and return-to-work interviews
- Employee engagement and wellbeing surveys
- HSE stress indicator tool or similar
- Feedback from site management and HR partners

8. Communication

This policy will be:

- Communicated during onboarding and refresher training
- Available on Statom Group's document management system
- Discussed at team briefings, toolbox talks, and line management meetings

SIGNED:



Martina Oyite
Human Resources Director

Statom Group Limited

REVIEW: Annual

DATE: 01/06/2025

NEXT REVIEW: 01/06/2026

SIGNED:



Paul Whelan
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REVIEW: Annual

DATE: 01/06/2025

NEXT REVIEW: 01/06/2026