



## MENTAL HEALTH & WELLBEING POLICY

Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. Promoting and protecting the mental wellbeing of the workforce is important for individuals' physical health, social wellbeing and productivity. Mental wellbeing in the workplace is relevant to all employees and everyone can contribute to improved mental wellbeing at work.

Addressing workplace mental wellbeing can help strengthen the positive, protective factors of employment, reduce risk factors for mental ill health and improve general health. It can also help promote the employment of people who have experienced mental health problems, and support them once they are at work.

Important aspects of mental health and wellbeing includes providing information and raising awareness, management skills to deal with issues around mental health and stress effectively, providing a supportive work environment offering assistance, advice and support to anyone experiencing a mental health problem or returning to work after a period of absence due to mental health problems.

### Policy Statement:

KAMM are committed to the protection and promotion of the mental health and wellbeing of all staff.

We shall continuously strive to improve the mental health environment and culture of the company by identifying, eliminating, or minimising all harmful processes, procedures and behaviours that may cause psychological harm or illness to its employees.

We shall continuously strive, as far as is reasonable practicable, to promote mental health throughout the organisation by establishing and maintaining processes that enhance mental health and wellbeing.

### Policy Aims:

To provide a working environment that promotes and supports the mental health and wellbeing of all employees.

### Scope:

This policy will comply with Health and Safety legislation and best practice guidelines.

This policy will be developed in accordance with existing organisational policies and procedures.

This policy shall be implemented across the company and evaluated and reviewed as appropriate.

### Policy Objectives

To develop a supportive culture, address factors that may negatively affect mental wellbeing, and to develop management skills.

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A handwritten signature in black ink, appearing to read 'Keith McWilliams'.

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**Adam McCormack**  
 Director  
 5<sup>th</sup> January 2026

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**Keith McWilliams**  
 Director  
 5<sup>th</sup> January 2026