Mental Health Policy

1. Introduction

1.1 This Statement sets out the policy of the Dauson Environmental Group (The Company) in respect of any employee, self-employed person and contractor under our control, as it relates to metal health and well-being.

1.2 Provided that persons referred to in 1.1 above adhere to the provisions contained within this policy, they will normally be considered to have demonstrated compliance with their conditions of employment or contract.

1.3 All persons referred to in 1.1 above are to be made aware of the contents of this Policy become familiar with the conditions laid down therein.

1.4 A copy of this policy statement will be held in the reception area of our offices and be made freely available for inspection by any person having reason to examine it.

2. Policy

2.1 Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. We recognize that mental health is a health and safety issue and acknowledge the importance of identifying and reducing workplace stressors. 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.

2.2 The aim of the policy is to create a workplace environment that promotes and supports the wellbeing of all employees, whilst developing a culture which is supportive and non-judgmental of people with mental health problems.

2.3 The policy applies to all persons working for us or on our behalf in any capacity.

3. Implementing the Policy

In order to put this policy into practice in the day-to-day operation of the Company, we will (as appropriate):-

3.1 Make the policy available to all employees and others under our control.

3.2 Raise awareness and provide employees with information and the skills to deal with issues around mental health and stress effectively, provide a supportive work environment, offer assistant, advice and support to anyone experiencing a mental health problem or returning to work after a period of absence due to mental health problems. This will also aim to reduce discrimination and stigma by increasing awareness and understanding.

3.3 Identifying all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress.

3.4 Provide confidential counselling and adequate resources, ensuring employees are aware of the support that can be offered through the company's occupational health professional, their own GP, or a counsellor of their choice.

3.5 Give non-judgmental and proactive support to individual staff that experience mental health problems.

3.6 Provide information about the company's mental health policy during employee's induction training.

3.7 Ensure all staff have clearly defined job descriptions, objectives and responsibilities and provide them with good management support, appropriate training and adequate resources to do their job.

3.8 Set employees realistic targets that do not require them to work unreasonable hours.

3.9 Manage conflict effectively and ensure the workplace is free from bullying and harassment,

3.10 Offer employees flexible working arrangements, if deemed necessary, to aid mental health.

3.11 Establish good two-way communication to ensure staff involvement.

3.12 Treat all matters relating to individual employees and their mental health problems in the strictest confidence and share on a 'need to know' basis only with consent from the individual concerned.

3.13 Provide training and guidance for key decision makers such as managers and supervisory staff and those involved in personnel and management practices.

3.14 Monitor the existing workforce in respect of the application and effects of the policy.

3.15 Review this policy on a regular basis (at least annually). Mental wellbeing activities will be included in an annual health and safety audit. Employees participating in any of the mental wellbeing activities will be regularly asked for feedback.

3.16 Should any person suffer any problems or difficulties in respect of this policy, or should they have reason to believe that a colleague may be experiencing such difficulties, they may approach the signatory of this policy statement, who will at all times treat any information provided in complete confidence and take such measures as are deemed necessary.

Name: David Neal
Position: Director

Date: May 2026

Signature: D L Neal

Next review: May 2027