



Wellbeing & Mental Health Policy Statement

IDSL remain committed to all their staff and subcontract teams throughout the business in all areas of operation ensuring a culture of care and concern for people. By working together, the Board of Directors will ensure that it recognizes the importance of creating the right environment to support good mental health assisting with the reduction of stress.

The Board of Directors will meet on a regular basis to review the feedback, issues, and plans of their employees in relation to wellbeing and mental health. A key factor for IDSL will be to work with their preferred supply chain of certified companies to ensure that all their teams are aware of health checks and maintain these periodically.

- To work with the management team and encourage training in specific matters in relation to wellbeing and mental health.
- Look at ways to effectively manage employees who report any issues and ensure items raised remain confidential.
- Provide access to specialist advice, should the need of any employee require this when discussing stress or other wellbeing issues.
- Develop short-term plans for employees and monitor their effectiveness.
- Promote an interest and enthusiasm for health, safety and wellbeing matters throughout IDSL.
- Make sure that the Directors, Team Managers and employees are aware of their responsibilities and that each administers the requirements of this Policy within their department and with due regard to all other departments.
- Report to the Directors on all matters relating to health and safety, training, new safety directives and legislation. Ensuring as a result they instigate the necessary changes throughout IDSL.
- Encourage, within IDSL, an understanding that injury prevention and occupational hygiene are an integral part of business and operational efficiency.
- To continually review the changes in legislation that are relevant to the services provided by IDSL.
- Provide a culture and training around all employees where they feel comfortable so that they can discuss any concerns and to support good mental health.
- Support employees who are absent from work due to any wellbeing issues or mental health conditions.
- Provide wellbeing checks to employees and assist them with plans.

A handwritten signature in black ink, appearing to read 'D. Barnes'.

Dean Barnes
Managing Director

July 2024