

This is from our Employee Handbook that is issued to every staff member.



# **Mitre Construction**

*External & Internal Refurbishment Specialists*

## **COMPANY POLICY** **MENTAL HEALTH & WELL BEING**

The construction industry is commonplace to the term health and safety, which has developed over the years. However, it is time to consider our mental health, as well as physical health on all construction sites, by placing mental health at the top of the agenda. At Mitre Construction, we pledge to create and promote a culture where our employees are able to speak openly about their mental health problems to fight the stigma of mental health still prevalent within our industry and our wider communities. Through training and research, we put our employees mental well being at the heart of our organisation.

This company policy confirms our commitment to:

Promoting the mental wellbeing of all staff through:

- Maintain a workplace environment which talks about and supports mental health and well being
- Providing information to raise our employee's awareness of mental health and the signs of mental health struggles
- Promote policies and practices that promote wellbeing

Providing support to employees through:

- Offering assistance, advice and support to people who experience a mental health problem whilst in employment
- Support for staff returning to work after a period of absence, due to a mental health struggle
- Encourage our employees to seek external support and advice where necessary through the endorsement of the use of support lines such as Samaritans
- Provide our staff with training opportunities to become "Mental Health First Aiders"

As an employer, we understand our responsibility to:

- Ensure good communication between management and staff, particularly where there are organisational and procedural changes
- Ensure staff are provided with the resources and training required to carry out their job
- Monitor workloads to ensure people are not overloaded
- Monitor working hours and overtime to ensure that staff are not overworking
- Ensure staff are provided with meaningful developmental opportunities

**On behalf of Mitre Construction Company Limited**

E Salmon  
Managing Director  
Mitre Construction Company Limited

9<sup>th</sup> June 2025