



LCS 26 - Workplace Mental Wellbeing Policy

The objectives of the policy set in place by LCS are to tackle workplace factors that may have a negative effect on the mental wellbeing of its workforce. To develop management skills and process' within the business to promote mental wellbeing and manage mental health problems effectively.

LCS is a considerate and caring employer aiming to create and promote a workplace environment that supports and promotes the mental wellbeing of all employees and directly engaged contractors working on our behalf. We acknowledge that certain working conditions and practices can negatively affect a person's mental wellbeing. These include aspects of the work organisation, management, environmental and social conditions, all the potential to psychologically as well as physically harm our personnel.

LCS is therefore committed to take the following actions:

Give employees and directly engaged contractor's information on and increase their awareness of mental wellbeing. Provide opportunities for these personnel to look after their mental wellbeing through physical activity, stress-buster activities and social events promoted by the company.

We offer personnel wherever possible a more flexible approach to working arrangements that promote their mental wellbeing. We will also give all personnel the opportunity to influence how they do their jobs, scope for varying their working conditions as far as reasonably practicable with the operations of the business and the opportunity to develop and fully utilise their skills.

We will set personnel realistic targets that do not require them to work unreasonable hours and ensure all employees and directly engaged contractors have clearly defined job descriptions, objectives and responsibilities and provide them with good management support, appropriate training and adequate resources to do their job.

LCS will manage conflict effectively and ensure the workplace is free from bullying and harassment, any form of discrimination or racism. We will establish effective two-way communication to ensure staff are kept fully informed of changes made within the business, that affect them and particularly during periods of organisational change.

LCS will throughout the business, develop a culture based on trust, support and mutual respect for all within the workplace. We will promote a culture where everyone is able to talk openly about their job and mental health problems and to report difficulties without fear of discrimination or reprisal.

Date: 1st December 2025

A handwritten signature in black ink, appearing to read 'Leon Shaw'.

Leon Shaw

Director