

Mental Health & Wellbeing Policy

FCE Projects Limited's mission is to be a resilient organisation that protects the environment, improves the lives of our people, supports the communities we serve and brings economic benefit for our region. Our business was founded in 2004 and we have always upheld company values and a principles-based approach to doing business, that ensures we are dedicated to:

- Promoting a culture of openness and understanding about mental health.
- Providing resources and support to employees experiencing mental health issues.
- Ensuring that mental health and wellbeing are integral to our workplace practices.

Objectives:

1. Awareness and Education:

- Conduct regular training sessions to raise awareness about mental health.
- Provide information on recognizing signs of mental health issues and how to seek help.

2. Support and Resources:

- Offer access to confidential counseling services.
- Provide mental health first aiders within the organization.
- Ensure employees know how to access external mental health resources.

3. Workplace Environment:

- Promote a healthy work-life balance through flexible working arrangements.
- Implement stress management practices and encourage regular breaks.
- Foster a supportive environment where employees feel comfortable discussing mental health.

4. Non-Discrimination:

- Ensure that employees experiencing mental health issues are treated with respect and without discrimination.
- Provide reasonable adjustments to support employees' mental health needs.

5. Responsibilities:


- Management: Ensure the implementation of this policy, provide necessary resources, and support employees in accessing mental health services.
- Employees: Take responsibility for their own mental health, seek help when needed, and support colleagues.

The next review date for this policy is January 2026.



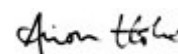
Ian Cole

Managing Director, BEng (Hons)



Tim Whitehill

ESG Director, BSc MBA MIOD



Simon Holme

H&S Director, BSc (Hons)

January 2025