

## Mental Health and Wellbeing Policy

This policy provides our Aonyx Limited board commitments, and describes how Aonyx Limited, plan to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices

We believe that the mental health and wellbeing of our staff is key to organisational success and sustainability.

### Our goals

- To build and maintain a workplace environment and culture that supports mental health, overall health and wellbeing, and prevents discrimination (including bullying and harassment).
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in the workplace.
- To facilitate employees active participation in a range of initiatives that support mental health and wellbeing.
- Provide the necessary training and resources to deliver the above.
- Develop a programme of initiatives from our at risk areas, identified in our business.
- To provide support for those affected from issues relating to deterioration in their wellbeing.
- To encourage the use of our professional Partnership in the event that a crisis occurs and the contact details are available to all.

### Scope

This policy applies to all employees of Aonyx Limited including contractors.

### Employee's responsibility:

- Understand this policy and seek clarification from management if needed.
- Support fellow workers in their awareness of this policy.
- Support and contribute to our aim of providing a mentally healthy and supportive environment for all workers.
- Take reasonable care of their own mental health and wellbeing, including physical health.
- Take reasonable care that their actions do not affect the health and safety of other people in the workplace.
- Share issues with their line manager in confidence where issues may affect their wellbeing or ability to undertake duties, or which could put others at risk.
- Where you are feeling like support may be required we endorse the use of Samaritans Tel 116 123
- In the event of emergency, or someone identified in vulnerable condition you are encouraged to call 999

### Managers have a responsibility to:

- Ensure that all who are working for/on behalf of Aonyx are made aware of this policy
- Actively support and contribute to the implementation of this policy, including its goals
- Manage the implementation and review of this policy.

This Policy has been approved and authorised by:

<b>Signed</b>	
<b>Name</b>	
<b>Date</b>	<b>Job title</b>