

Mental Health Wellbeing Policy

Purpose

This Mental Health Wellbeing Policy is designed to support the mental health and overall well-being of all employees/sub-contractors. It outlines our commitment to fostering a healthy work environment by providing resources, guidance and support systems for mental and occupational health. This policy includes measures like the Employee Assistance Programme (EAP), participation in mental health initiatives, and the implementation of the Thriving at Work core standards.

Scope

This policy applies to all employees, sub-contractors and management, ensuring that mental health is prioritised across all levels of Bluestone.

1. Employee Assistance Programme (EAP)

We recognise that employees/sub-contractors may experience personal or work-related challenges that impact their mental health and well-being. To provide support, we offer an Employee Assistance Programme (EAP) that includes -

- Confidential counselling to all employees/sub-contractors, providing support for issues such as stress, anxiety and depression.
- Provide details of organisations who can provide guidance on financial matters and legal issues.
- Health and wellbeing information on mental health and stress management.

Objective

To provide employees/sub-contractors with confidential access to counselling and well-being resources, supporting mental health.

2. Mental Health Initiatives

Bluestone is committed to participating in and promoting mental health initiatives that foster a positive and supportive workplace culture. This includes -

- Mental Health Awareness Campaigns: Internal communications to raise awareness about mental health and encourage open conversations.
- Mental Health First Aiders: Mark Harman and Tara Molyneux are our trained Mental Health First Aiders and can provide initial support and signpost you to further help if needed.
- External Partnerships: Collaboration with mental health organisations for awareness campaigns and resources.

Objective

To actively participate in mental health initiatives, promoting a culture of openness, support and understanding of mental health issues.

3. Thriving at Work Core Standards

We are committed to implementing the Thriving at Work core standards, ensuring that we provide a proactive and inclusive approach to managing mental health in the workplace. These standards include -

- **Mental Health at Work Plan:** Creating and communicating a clear mental health plan that outlines available support, resources and Bluestone's commitment to mental well-being.
- **Developing Mental Health Awareness:** Providing regular resources to help all employees/sub-contractors understand mental health issues and recognise early warning signs.
- **Encouraging Open Conversations:** Ensuring employees/sub-contractors feel comfortable discussing mental health at work without fear of discrimination or judgment.
- **Promoting Good Working Conditions:** Regular assessments of workload, work-life balance, and job design to ensure that working conditions support employee/sub-contractor well-being.
- **Effective People Management:** Equipping managers with the tools to support their teams effectively.
- **Monitoring Mental Health:** Regular surveys and feedback mechanisms to assess employee mental health and well-being, with follow-up actions as necessary.

Objective

To implement the six core standards outlined in the Thriving at Work report, ensuring a proactive approach to mental health and creating an environment where employees/sub-contractors can thrive.

4. Roles and Responsibilities

- **Management:** Responsible for fostering a supportive environment, promoting mental well-being and ensuring that resources and support systems are accessible.
- **HR Department:** Manages the Employee Assistance Programme and monitors well-being initiatives.
- **Employees/sub-contractors:** Encouraged to engage with the available resources, participate in mental health initiatives and raise concerns regarding their own or others mental health when necessary.

5. Implementation and Monitoring

- Awareness: Ongoing for all employees and managers to ensure mental health awareness and the ability to support themselves and others.
- Feedback and Improvement: Regular feedback mechanisms will be used to assess the effectiveness of this policy, including employee surveys and 1-to-1 meetings. Adjustments will be made to this policy based on feedback and new mental health research.

6. Confidentiality and Support

All discussions related to mental health will be handled with the utmost confidentiality. Employees and sub-contractors are encouraged to use the available resources, such as EAP and mental health first aiders, knowing that their privacy is respected.

Conclusion

This Mental Wellbeing Policy reflects our commitment to creating a supportive, inclusive and mentally healthy workplace. By implementing the Thriving at Work core standards, participating in mental health initiatives and providing access to an Employee Assistance Programme, Bluestone aim to ensure the well-being of all employees.

Signed by Directors:



Richard Molyneux



Lloyd Medforth

Dated: 1 April 2026