

Mental Health Charter

Keepmoat will adopt and commit to the principles of this charter.

Principles:

- Ensure that all employees are aware of the impact of mental health in the work place and for them to better understand how they can support themselves and their colleagues to promote a positive culture for mental health in the business. We will achieve this by carrying out regular toolbox talks about mental health key topics and hosting 'coffee and chat' mornings within the regions to promote engagement
- We will upskill all managers with the tools and capabilities to assist employees with mental health issues and stress management techniques. HR and SHEQ teams will lead and coach managers on best practice mental health and stress management
- We will commit to train a minimum of 20 employees across the business to become recognised Mental Health First Aiders. This training will be certified and recognised through Mental Health First Aid England
- We will continue to promote and share across the business our Health Assured employee assistance programme. All resources will be uploaded onto the Keepmoat hub and will be cascaded and promoted across the business for all employees to access
- We will ensure all sub-contractors are signposted to the Lighthouse club construction industry helpline for support and ensure they are included on all Mental Health engagement.

As a business we are committed to building a Mental Health Framework which creates a positive working environment for all and one of empathy and openness. We will endeavour to support all employees and ensure they have access to relevant resources and the appropriate support networks to assist them in their daily working lives to ensure better working lives for all.



Tim Beale
Chief Executive Office
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