

# Mental Health and Wellbeing Policy

## Policy Statement

Swift Brickwork Contractors Ltd is committed to protecting and promoting the mental health and wellbeing of all employees, workers and subcontractors. We recognise that construction workers face elevated mental health risks and that the workplace has a crucial role in prevention, early intervention and support. We are committed to creating a culture where mental health can be discussed openly without stigma.

### We will:

Identify and manage work-related psychosocial risks through our risk assessment processes.

Train managers and supervisors to recognise warning signs and respond supportively.

Provide access to mental health support through trained Mental Health First Aiders and external resources

Support those experiencing mental health difficulties, including during return to work

Develop arrangements to respond appropriately where there is concern about suicide or self-harm

Support our workforce following any serious mental health incident

### Support Resources:

Employees may access confidential support through HR at:

[swifthr@swiftgroupuk.com](mailto:swifthr@swiftgroupuk.com)

Mental Health First Aiders and the following external resources are available to workers on Swift sites, including subcontractors:

- Samaritans: 116 123 (24 hours)
- CALM: 0800 58 58 58
- Mind Infoline: 0300 123 3393
- Mates in Mind: [www.matesinmind.org](http://www.matesinmind.org)

This policy applies to all Swift Brickwork Contractors Ltd operations. Arrangements for implementation are detailed in IMS 051: Occupational Health Procedure.

Authorised by:



**Tony Fawcett**  
Managing Director