

AMF MECH LTD

MENTAL HEALTH AND WELLBEING POLICY:

The WHO defines Mental Health as “a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community”.

AMF recognises that mental health and wellbeing is a collaborative process. It is key to employee satisfaction and retention, and to overall organisational success and sustainability. The purpose of this policy is to assist all employees to establish, promote and maintain their mental health and wellbeing through workplace practices and to encourage staff to take responsibility for their own mental health and wellbeing.

Policy Aims: Build and maintain a positive workplace environment and a culture that supports a positive state of mental health and wellbeing for our employees, and those we work with.

- Encourage staff to take responsibility for their own mental health and wellbeing.
- Increase staff knowledge and awareness of mental health issues and behaviours.
- Reduce stigma in the workplace around depression, anxiety, and other mental health conditions, and prevents discrimination.
- Provide access to information that may aid us in supporting our own mental health.
- Ensure that all staff are made aware of this Policy.
- Develop a culture based on trust, support and mutual respect within the workplace.
- Give non-judgemental and proactive support. Policy Actions:
- Give employees information on and increase their awareness of general wellbeing.
- Advise employees on the need to disconnect.
- Provide opportunities for employees to look after their mental wellbeing, for example through physical activity and social events.
- Offer employees flexible working arrangements that promote their mental wellbeing.
- Give all staff the opportunity to influence how they do their jobs, scope for varying their working conditions as far as possible, and opportunities to develop and fully utilise their skills.
- Set employees realistic and achievable targets.

SIGNED BY

Adam Fleming Company Director
for and on behalf of AMF Mech Ltd


.....

Signed Date:

.....10/08/2025.....

Expiry Date:

.....10/08/2026.....

