



Roberts Environmental Ltd recognise that Health and Wellbeing at Work is as important as Health and Safety at Work and therefore this policy has been developed to promote and encourage staff Health and Wellbeing at work.

In accordance with Roberts Environmental Ltd Vision and Values, it is acknowledged that Staff Wellbeing is of paramount importance. Wellbeing is an important factor in the job satisfaction of Roberts Environmental Ltd Staff and is, therefore, a management issue for the whole Company.

This policy is designed to bring existing Staff Wellbeing issues to the fore, whilst seeking to create a culture where negative wellbeing issues are identified, minimised, and managed before they affect the wellbeing of Staff. We have a clear aim to promote the positive aspects and ideas associated with Health and Wellbeing at work.

The issue of Staff Health and Wellbeing at work is recognised as part of a broader approach to health promotion that involves all stakeholders associated with Roberts Environmental Ltd.

Roberts Environmental Ltd has a unique set of features including its organisational culture, structures, system of operation, management practices and workplace environment, which together with Staff personal lifestyle factors play a key role in the Health and Wellbeing of Employees and that of Roberts Environmental Ltd.

Roberts Environmental Ltd shall continuously strive as far as is reasonably practicable to promote mental health throughout the organisation by establishing and maintaining processes that enhance mental health and wellbeing.

We aim to:

- Promote good practice in both physical and mental Health and Wellbeing activities and share successes across Roberts Environmental Ltd.
- Provide training for all Staff in good Management practices appropriate to this policy.
- Ensure all necessary resources are provided to enable Managers to implement the Company's agreed Health and Wellbeing strategy.
- Identify those circumstances that may contribute to inappropriate levels of work-related stress and conduct risk assessments to eliminate or control the risks from such stress. These circumstances and risk assessments will be kept under regular review.
- Consult with relevant safety representatives and other stakeholders, where appropriate, on all proposed actions relating to Staff Wellbeing and the prevention of workplace stress.
- Provide confidential counselling for Staff whose wellbeing is affected by either work or external factors.
- Ensure all staff are aware of who are the Roberts Environmental Ltd mental health first aiders.
- All Staff are to acknowledge the Roberts Environmental Ltd Working Hours and Fatigue risk assessment.
- Yearly toolbox talk to be taken by staff on occupational health issues associated with site work.
- Manage return to work for those who have experienced mental health problems and in cases of long-term sickness absence, put in place, where possible, a phased return to work.

All dealings with Staff are subject to our policy on confidentiality it must be emphasised that this is often of importance with regard to those experiencing mental health difficulties. However, it must also be emphasised that confidentiality may be necessarily breached in certain circumstances where the individual is deemed to be a risk either to themselves or to other people. If there is a conflict between these two statements, then it should be stressed that the safety of the individual and or the safety of other Employees takes precedence over confidentiality.

POL011 WELLBEING POLICY STATEMENT



A handwritten signature in black ink, appearing to read "JR", is enclosed within a light gray rectangular border.

Jeff Roberts

Managing Director

Roberts Environmental Ltd

January 2026