



# AVANTGARDE

Quality through Passion

## HEALTH & WELLBEING POLICY

The purpose of this policy is to outline the commitment of Avantgarde Tiling Limited to the health and wellbeing of its employees and support efforts to improve health and wellbeing both within the workplace and elsewhere.

### Scope:

This policy applies to all employees, including full-time, part-time, temporary, and contract workers, as well as to any individuals who perform work on behalf of the Company, whether on or off the Company's premises.

### Policy Statement:

We are committed to providing a positive work environment for our employees and promoting their health and wellbeing. We value the strategic importance and benefits of a healthy workplace. We will:

- Build and maintain a workplace environment and culture that supports and promotes employee awareness of positive health and wellbeing, as well as healthy lifestyle choices.
- Facilitate employee active participation in initiatives that support health and wellbeing and conduct annual health screening for all employees.
- Ensure that the health and wellbeing of our employees is considered in all relevant Company policies and decisions.
- Ensure Company managers are committed to the health and wellbeing of our workforce and act as good role models.
- Encourage a supportive workplace culture to facilitate early intervention and prevention.
- Provide support to our line managers to encourage and improve wellbeing within the workplace.
- Work to reduce and remove the stigma associated with mental health in the workplace.
- Seek to raise awareness and provide support for employees affected by stress, fatigue or other psychosocial issues and mental health concerns.

Mental health is identified as a critical part of our employee's wellbeing and mental health concerns, such as depression, anxiety, substance abuse and stress has a detrimental effect on individuals, their families and co-workers along with a direct impact on business through increased absenteeism, reduced productivity, and increased costs.

By monitoring and providing support to employees Avantgarde Tiling are committed to reducing the development of mental health problems caused by the work environment.

### Key factors include:

- workload (both excessive and insufficient work)
- lack of participation and control in the workplace
- monotonous or unpleasant tasks
- role ambiguity or conflict
- lack of recognition at work
- inequity
- poor interpersonal relationships
- poor working conditions
- poor leadership and communication
- conflicting home and work demands

### Action Plan:

- Promote health and wellbeing across the Company through discussion of issues and raising awareness with workplace posters and toolbox talks including where to access help and advice
- Involve workforce in the planning and control of their activities.
- Plan and review work patterns to reduce fatigue.
- Provide comprehensive health and safety management to protect against workplace hazards.
- Provide training for managers on mental health awareness and other healthy lifestyle initiatives.
- Look to appoint additional mental health first aiders.
- Monitor impact of work pressures and consider flexible working schedule to improve physical and mental health.

### Review:

This policy will be reviewed on a regular basis and may be amended as necessary to ensure that it remains current and compliant with all relevant laws and regulations.

### Contact for Assistance:

Employees who have concerns or questions about this policy, or who need assistance in relation to health and wellbeing issues, can contact the human resources department for guidance.

Barbara Zanasi  
Avantgarde Tiling Ltd  
Managing Director

20th January 2025