

OCCUPATIONAL HEALTH AND WELLBEING POLICY

1. Introduction

Avantgarde Tiling is committed to fostering a safe and healthy work environment that supports the physical and mental wellbeing of all employees. We recognise that occupational health issues, including mental health, employee wellbeing, and fatigue, play a critical role in workplace safety and productivity.

This policy aligns with industry best practices, including the Thriving at Work core standards, and outlines our approach to supporting our workforce's wellbeing.

2. Policy Statement

Avantgarde Tiling is dedicated to:

- Promoting a positive workplace culture that prioritises mental health and overall wellbeing.
- Identifying and mitigating risks associated with occupational health challenges, including stress and fatigue.
- Providing employees with access to relevant support, including mental health awareness training via our HR platform.
- Ensuring compliance with relevant health and safety legislation and best practices.

3. Mental Health Support

In line with the Thriving at Work core standards, we will:

- **Raise Awareness:** Provide employees access to mental health awareness courses via our HR platform, helping them understand mental health challenges and how to seek support.
- **Encourage Open Conversations:** Foster a culture where employees feel comfortable discussing mental health without stigma.
- **Provide Good Working Conditions:** Support employees in maintaining a healthy work-life balance and managing their workload effectively.
- **Train Managers:** Equip managers with knowledge and tools to recognise signs of mental health issues and support the team appropriately.
- **Monitor Wellbeing:** Regularly assess factors that may impact employee mental health and wellbeing.

4. Fatigue and Workload Management

While Avantgarde Tiling does not operate on a shift system, we recognise that excessive workload and prolonged work without breaks can lead to fatigue. We will:

- **Encourage Regular Breaks** to ensure employees have time to rest and recover during the workday.
- **Monitor Workloads** to prevent excessive stress or burnout.
- **Educate Employees** about fatigue risks and the importance of self-care and proper rest.
- **Support Flexible Working Arrangements** where feasible, allowing employees to manage their wellbeing effectively.

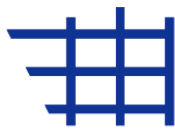
5. Employee Assistance Program

Employees have access to private medical insurance helpline 24 hours a day, 7 days a week for immediate emotional support and signposting for problems such as mild to moderate anxiety, depression, bereavement, relationships, legal and debt concerns.

6. Participation in Mental Health Initiatives

Avantgarde Tiling is committed to actively participating in industry initiatives to improve mental health in construction, such as:

- **Building Mental Health in Construction**, an initiative designed to promote awareness and support within the industry.
- **Mental Health at Work Commitment**, ensuring that we align with national standards for workplace mental health.
- As part of our commitment to employee wellbeing, Avantgarde Tiling is a proud member of the Lighthouse Construction Industry Charity. Through this partnership, our employees have access to:
 - **24/7 Construction Industry Helpline:** A confidential service providing support on mental health, financial wellbeing, and emotional concerns.
 - **Wellbeing Academy:** Free access to scheduled online mental health training, including Mental Health First Aid (MHFA) courses.
 - **Financial and Emotional Support:** Advice and assistance for employees facing personal, financial, or workplace challenges.
 - Employees are encouraged to take advantage of these free, confidential resources to support their wellbeing. Further details on these services can be found at www.lighthouseclub.org.



AVANTGARDE

Quality through Passion

7. Responsibilities

- Management is responsible for implementing this policy, ensuring resources are available, and promoting a healthy work environment.
- Employees are encouraged to prioritize their own wellbeing, report any concerns, and engage with available resources.

Barbara Zanasi
Avantgarde Tiling Ltd
Managing Director

20 January 2025