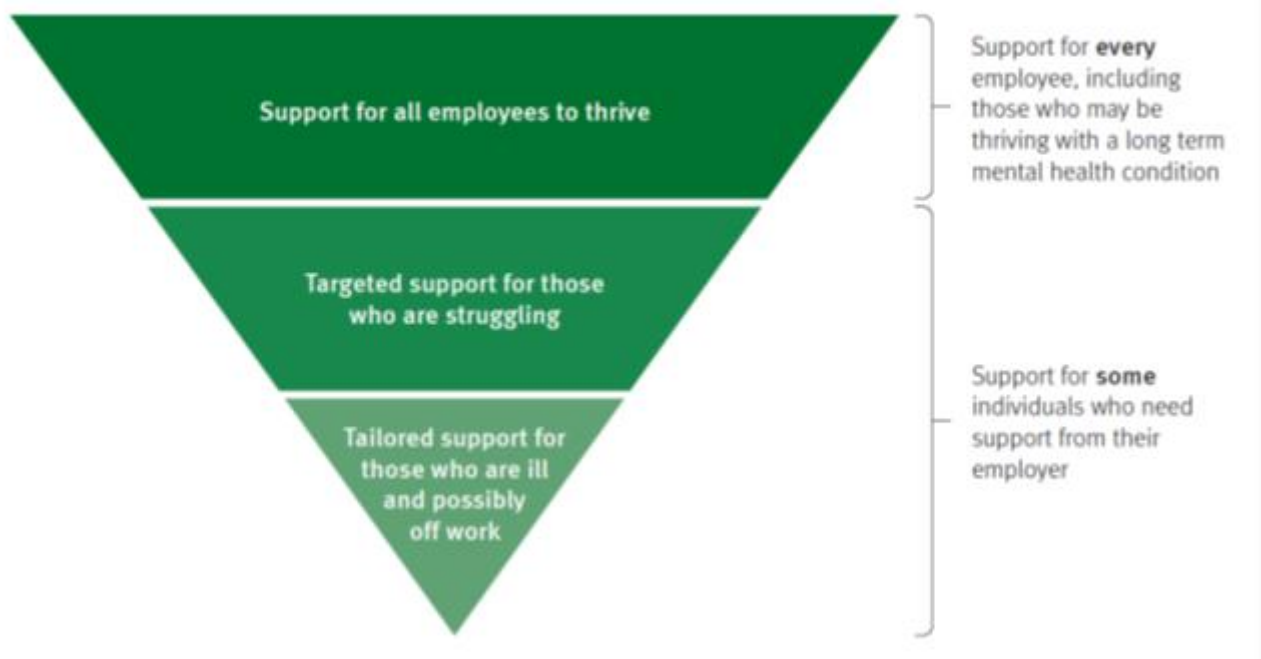


Mental Health Policy

Anamore shares the vision from the Stevenson/Farmer Review on mental health, that employees in all types of employment, will have “good work”, which contributes positively to their mental health, our society, and our economy. That every one of us will have the knowledge, tools, and confidence, to understand and look after our own mental health, and the mental health of those around us.

Figure 7: Employers can provide support for all employees to thrive, and more targeted and tailored support for those who may need it



Anamore core standards are as follows;


1. Produce, implement, and communicate a mental health at work plan that promotes good mental health of all employees and outlines the support available for those who may need it.
2. Develop mental health awareness among employees, by making information, tools, and support accessible.
3. Encourage open conversations about mental health and the support available when employees are struggling.
4. Provide employees with good working conditions and ensure they have a healthy work life balance and opportunities for development.



5. Promote effective people management to ensure all employees have a regular conversation about their health and well-being.
6. Routinely monitor employee mental health and well-being by understanding available data, talking to employees, and understanding risk factors.

The above Policy will be reviewed in line with changes to legislation.

Signed:


James McCallan
Director

Date: 23.10.2023