



MENTAL HEALTH AND WELLBEING POLICY STATEMENT

Quinn London Ltd is committed to the protection and promotion of the mental health and wellbeing of all staff.

The organisation shall continuously strive to improve the mental health environment and culture of the organisation by identifying, eliminating, or minimising all harmful activities that may cause psychological harm or illness to its employees.

Quinn London Ltd will promote mental health throughout the organisation by establishing and maintaining processes that enhance mental health and wellbeing. The Board of Directors believe that the mental health and wellbeing of our staff is key to organisational success and sustainability

Quinn London Ltd shall commit:

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment);
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours;
- To reduce stigma around depression and anxiety in the workplace;
- To facilitate employee's active participation in a range of initiatives that support mental health and wellbeing;

All employees have responsibilities and are encouraged to:

- Understand this policy and seek clarification from management where required;
- Consider this policy while completing work-related duties and at any time while representing Quinn London Ltd;
- Support fellow workers in their awareness of this policy;
- Support and contribute to Quinn London Ltd aim of providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- Take reasonable care of their own mental health and wellbeing, including physical health
- Take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- Ensure that all workers are made aware of this policy
- Actively support and contribute to the implementation of this policy, including its goals
- Manage the implementation and review of this policy.

A handwritten signature in black ink, appearing to be "Seamus Quinn", written over a horizontal line.

Seamus Quinn

Managing Director

Date: 30 September 2022