



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 and wellbeing 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 and shall provide the resources necessary to achieve our policy objectives.

Quinn London Ltd shall commit:

To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination of any kind (including bullying and harassment);

To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours;

To offering assistance, advice and support to people who experience a Mental Health problem whilst in employment through the provision of adequately trained Mental Health First Aid employees.

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:

Take reasonable care of their own mental and physical health and wellbeing.

Take reasonable care that their actions do not affect the health and safety and mental health of other people in the workplace.

Understand this policy and seek clarification from management where required.

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.

Managers have a responsibility to:

Ensure that all workers are made aware of our mental health policy through good communication, support, and training.

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". The signature is written in a cursive style with some loops and flourishes.

Seamus Quinn

Managing Director

Date: 30 September 2023