

MENTAL HEALTH AND WELLBEING POLICY STATEMENT



The Board of Directors of Quinn London Ltd is committed to the protection and promotion of the mental health and wellbeing of all employees.

Quinn London Ltd 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 inform and enhance mental health and wellbeing. This policy should be read in conjunction with our Stress Policy.

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 and actively support and contribute to the implementation of this policy, including its goals.

To offer 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's aim of providing a mentally healthy and supportive environment for all workers.

Gerry O'Connor

A handwritten signature in blue ink, appearing to read "Gerry O'Connor".

Joint Managing Directors

Pat McGrath

A handwritten signature in black ink, appearing to read "Pat McGrath".

Date: 30 September 2025