



Mental Health Policy [R7M-HR-POL-010 Rev C0 20240306]

At Red7Marine, mental well-being isn't just a policy; it's personal. Let's make this a place where everyone can thrive, both professionally and mentally.

We are committed to the protection and promotion of the mental health and wellbeing of all staff. Red7Marine shall continuously strive to improve the mental health environment and culture of the organisation.

The Managing Director has appointed the Head of QHSE and Business Improvement as the person responsible for ensuring that we have a number of Mental Health First Aiders. They are listed below:

- Mark Smith – Head of QHSE and Fabrication
- Carol Reddick – HR and Payroll
- Gemma Coote – Office Manager
- Rob Arnott – Marine Superintendent

Open Communication

We encourage open conversations about mental health. No stigma – let's share and support each other.

This is particularly important during times of organisational change – if an employee is struggling with the change, we are here to help.

Privacy Matters

If you need to discuss mental health matters, it's a safe space. Your confidentiality is a top priority.

Resources

We will:

Give employees information on and increase their awareness of mental wellbeing, including at the induction stage.

Ensure employees are aware of the support that can be offered through occupational health department, Employee Assistance Programme (Mental Health First Aiders) or alternatively their own GP, or a counsellor.

Team Support

We're encouraging a supportive atmosphere. Be there for your colleagues, share experiences, and maybe grab a coffee together.

Manager Check-Ins

Managers are here for more than just work tasks. Regular check-ins are on the agenda – let's talk about how you're doing beyond work duties.

Managers will also have training and information about managing mental health in the workplace.

Always Improving

This isn't set in stone. Your thoughts and feedback are important as we continue to enhance our approach to mental health.

Support on Return to Work

We will:

Manage return to work for those who have experienced mental health problems and in cases of long-term sickness absence, put in place, where possible, a phased return to work.

Make every effort to identify suitable alternative employment, in consultation with the employee, where a return to the same job is not possible due to identified risks or other factors.

A handwritten signature in black ink, appearing to read "Kristen Branford".

Kristen Branford
20240306

Signed:

Position in Company: Managing Director

Date: 20240306