

HEALTH AND WELLBEING POLICY

PC Flooring Ltd understands the benefits of good health and wellbeing of its staff. To this end, PC Flooring Ltd are committed to promote a healthy lifestyle, that encourages healthy eating, can help employees manage stress and weight loss, while also improving concentration and alertness. Staff who exercise regularly and eat a balanced diet also report less illness and are more likely to recover more quickly from any illness they do get.

Mental wellbeing is relevant for all employees, which means every member of staff can play a part in improving wellbeing in the workplace. By addressing mental health issues, businesses can improve the general wellbeing of employees, reduce absenteeism and presenteeism, lower staff turnover, increase productivity, and help promote the employment of those who have experienced mental health problems.

The aim of our policy is to create a workplace culture that promotes and supports the health and wellbeing of all staff.

Our statement of general health and wellbeing policy is defined by the following:

Mental wellbeing

Promoting mental wellbeing by:

- Providing information and raising awareness of mental health issues
- Promoting policies and actions that support mental wellbeing in the workplace
- Equipping employees with the skills to support their own mental health

Physical wellbeing

Encouraging physical health by:

- Promoting physical activity across the business
- Supporting a healthy, balanced diet in the workplace
- Encouraging staff to drink 6-8 glasses of water a day

Management and leadership

- Equipping managers and leaders with the skills to: Identify and assist those with mental ill health

- Raising awareness of mental and physical wellbeing across the business

Support for employees

Offering support to employees by:

- Creating a culture that supports the wellbeing of all employees
- Offering help, support and guidance to those with a mental health issue
- Assisting those returning to work after a period of mental ill health Employment for those with

mental health issues

Supporting those coming back to work by:

- Making any necessary adjustments to the role/environment
- Establishing agreed recruitment practices
- Retaining and supporting staff who develop mental ill health

PC Flooring Ltd are committed in ensuring this policy is regularly reviewed and communicated to all staff members. All staff will also be made aware of their own responsibilities in implementing the policy actions, including, raising any issues or concerns, and seeking help from a line manager, HR, occupational health, or a mental health first aider.



Ian Hammond

Ian Hammond MD

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PC Flooring Ltd