

MENTAL HEALTH AND WELLBEING POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

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1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd recognises that mental health is as important as physical safety, and that construction trades carry an elevated risk of poor mental health. The Company is committed to an open culture in which no one struggles in silence.

2 ARRANGEMENTS

- 2.1 The Company will: treat mental and physical health equally, including in absence management and return to work; encourage early conversations, with the Managing Director available in confidence to any member of staff; make reasonable adjustments to workload and duties where needed; plan work to keep hours, travel and pressure reasonable; signpost external support, including the Samaritans (116 123), the Lighthouse Construction Industry Charity helpline, and Mates in Mind resources; and ensure no one is ever disadvantaged for raising a mental health concern.

3 REVIEW

- 3.1 This policy is reviewed at least annually by the Managing Director and following any incident or change in legislation or the business, with changes recorded in the version history.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: *Shaye Grant*

Shaye Grant, Managing Director Date: 22nd July 2026