

## IMS Index 1.05 MENTAL HEALTH AND WELLBEING POLICY

Scottish Woodlands Ltd aim to promote and maintain the mental health and wellbeing of our staff. We believe this is key to the Company's success and sustainability. The mental health and wellbeing of all staff is promoted through workplace practices and training. Staff are also encouraged to take responsibility for their own mental health and wellbeing.

### Our Goals

Build and maintain a workplace environment and culture that supports mental health, overall health, and wellbeing, and prevents discrimination (including bullying and harassment)

Increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.

Reduce stigma around mental health and wellbeing issues in the workplace.

Develop and facilitate employees' participation in initiatives that support wellbeing and mental health.

Provide training and resources to deliver these initiatives.

Provide support for those affected by mental health and wellbeing issues.

Signpost people to sources of help when appropriate.

### Responsibilities

All employees are encouraged to:

- Understand this policy and seek clarification from management where required.
- Consider this policy while completing work-related duties and at any time while representing Scottish Woodlands Ltd
- Support fellow workers in their awareness of this policy.
- Support and contribute to Scottish Woodlands' aim of providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- Take reasonable care of their own mental health and wellbeing, including physical health.
- Ensure that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

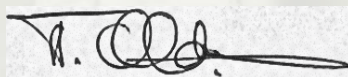
- Ensure all workers are made aware of this policy.
- Actively manage, support, and contribute to the implementation of this policy, including its goals

### Our Community

As part of our integrated management approach, we have and make available to all our stakeholders this and further detailed policy commitments, setting standards and driving improvement in other key areas of our business, such as our:

- Health Safety and Social Policy
- Environment and Sustainability Policy
- Equality and Diversity Policy
- Quality and Performance Policy

**Simon Oldham**  
**Technical Director**




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