



QUATTRO PLANT LTD – MENTAL HEALTH & WELLBEING POLICY STATEMENT

Statement

Quattro Plant Ltd is committed to protecting and promoting the mental health and wellbeing of all our staff. We recognise that good mental health is fundamental to individual wellbeing, safety, performance, and the success of the business.

We understand our legal duties under:

- Health and Safety at Work etc. Act 1974,
- Management of Health and Safety at Work Regulations 1999,
- Equality Act 2010,
- Data Protection Act 2018 (UK GDPR).

Purpose

The purpose of this policy is for Quattro Plant Ltd to establish, promote and support the mental health and general wellbeing of all staff through workplace initiatives and early identification and support.

Scope

This policy applies to all individuals working for or on behalf of Quattro Plant Ltd, regardless of role, seniority, employment status, or location. This includes:

- Permanent employees,
- Fixed-term and temporary employees,
- Agency workers,
- Contractors and subcontractors,
- Trainees, apprentices, and work-experience placements,
- Volunteers and any other individuals engaged in company activities.

The policy covers all work-related environments, including depots, offices, operational sites, client locations, and any remote or home-working arrangements. It applies to all work-related interactions, whether in person, online, or via company communication systems.

We understand our specific obligations under UK legislation.

Under the Health and Safety at Work Act 1974, we must ensure, so far as is reasonable practicable the health, safety and mental health of our employees.

Under the Management of Health and Safety at Work Regulations 1999, we must assess risks including work-related stress.

Under the Equality Act 2010, mental health conditions may constitute a disability requiring reasonable adjustments.

Personal data will be processed in accordance with the Data Protection Act 2018 and UK GDPR.

Responsibility

Quattro Plant Ltd will ensure:

- Legal compliance with all relevant legislation,
- Demonstrate commitment from the senior leadership team,
- Provide a copy of this policy during the induction process,
- Ensure the policy is readily available via the company documented management system and QUEST.

All employees have a responsibility to:

- Understand this policy and seek clarification from local management if required,
- Consider this policy while carrying out their duties and during interactions with colleagues and customers ensuring everyone is treated with dignity and respect,
- Support work colleagues in their awareness of this policy,
- Report any concerns confidentially to a nominated mental health first aider or the human resources team. All disclosures will be handled in accordance with our GDPR Policy,
- Support and contribute to achieving Quattro Plant Ltd.'s aim of providing a healthy and supportive environment for all staff,
- Take reasonable care of their own physical health, mental health and wellbeing,
- Take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- Ensure that all workers are made aware of this policy,
- Actively support and contribute to the implementation of this policy, including its objectives through:
 - The monitoring of working hours and shift patterns,
 - Undertaking return to work interviews, implementing reasonable adjustments where required,
 - Make early interventions and signposting to HR for Occupational Health referral or other support organisations,
 - Undertake stress risk assessments where necessary,
 - Manage the implementation and review of this policy and workplace initiatives organised to achieve our objectives,
 - Attend and positively contribute to all training organised in the promotion of mental health awareness.

Monitoring and review

Quattro Plant Ltd will review this policy annually from the date of implementation. Effectiveness of the policy will be assessed through feedback from staff and managers.



John Murphy
Managing Director
Quattro Plant Ltd
May 2026

As HR Manager of Quattro Plant Ltd, I countersign this policy statement and shall ensure it is communicated and implemented.



Melanie Webb
HR Manager
Quattro Plant Ltd
May 2026

THIS POLICY REMAINS VALID UNTIL IT IS REVISED AND/OR RE-ISSUED