

Introduction:

FP McCann believe that the health and wellbeing of our employees is key to our organisation's success and sustainability. Our aims include:

- Build and maintain a workplace environment and culture that supports health & wellbeing and prevents discrimination
- Treat mental and physical health as equally important
- Encourage a proactive approach to prevent and minimise the risks associated with poor health and wellbeing
- Reduce the stigma around poor mental wellbeing in the workplace
- Encourage one-to-ones with line managers to talk about any problems they're having
- Encourage positive mental health, physical wellbeing and financial wellbeing through awareness promotion
- Treat all cases with the utmost confidentiality and in accordance with the company's policies

Scope:

This policy is intended to apply to all FP McCann employees, irrespective of their length of service, status or number of hours worked. This policy and procedure does not form part of the contract of employment and will be amended from time to time.

Aims:

To provide a working environment that promotes and supports the health and wellbeing of all employees.

Responsibilities:

Everyone has a responsibility to contribute to making the workplace health and wellbeing policy effective:

The Senior Management Team

The Senior Management Team (SMT) is responsible for providing leadership and promoting an understanding of the positive link between employee health, wellbeing and organisational resilience.

- They should view health and wellbeing as part of the culture of a caring and supportive employer
- Actively support and contribute to the implementation of this policy
- Ensure that all employees are made aware of this policy

Project Managers / Factory Managers / Quarry Managers

The above Managers are responsible for ensuring and safeguarding the health and wellbeing of their employees and encouraging regular reviews of workload in order to maintain a healthy balance.

- They should lead by example and promote ways to wellbeing
- Ensure that bullying and harassment is dealt with as defined under the Dignity at Work Policy (incorporating Bullying & Harassment Policy & Procedures)
- Make reasonable adjustments in the workplace following advice

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Hard copies must be validated against the revision level of the on-line version

- Ensure that employees returning to work after a period of absence due to ill health are treated in a sensitive and sympathetic manner
- Be vigilant and offer support to an employee experiencing stress outside work e.g. bereavement, family breakdown and approach HR for further guidance where appropriate

Group Safety, Health & Environmental Managers (SHE Managers)

The Group Safety, Health & Environmental Managers are responsible for incorporating health and wellbeing into the culture of the organisation as well as advising managers on changes in legislation.

Human Resources

The Human Resources team is primarily responsible for providing guidance to managers and employees on the health & wellbeing policy and procedures and ensure that where appropriate employees are referred to the Occupational Health Service or advice is sought from their GP / medical practitioners and that stress related absence is dealt with under the Sickness Absence policy.

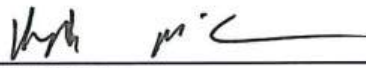
Employees

Employees at all levels within the organisation must take personal responsibility for their health, wellbeing and lifestyle choices. They should

- Report any concerns to their line manager
- Seek support from their GP or other appropriate agencies
- Notify their line manager of appointments
- Take positive steps to safeguard their own health & wellbeing
- Engage in the support being provided by Management
- Use the Employee Assistance Programme
- Take reasonable care that their actions do not affect the health & wellbeing of other people in the workplace

Review

The Senior Management Team will monitor and review this policy regularly.

Signed: 
Hugh McCann
Managing Director

Reviewed: 12 January 2026
Last Reviewed: 11 January 2025
Next Review: January 2027