

Mental Health and Wellbeing Policy

Our Commitment

At Capital Sky Ltd we recognise that mental health and wellbeing are fundamental to the safety, health, and performance of our workforce. We are committed to promoting a positive working environment where psychological wellbeing is protected and supported as part of our wider health and safety responsibilities.

We acknowledge that mental health conditions are common and can affect anyone. We recognise that stigma may still exist around mental health and that individuals may experience difficulties in silence. We are committed to fostering a culture where employees feel able to speak openly, seek support early, and where mental health is treated with the same importance as physical health.

We also recognise that the construction industry presents specific wellbeing challenges, including workload pressures, fatigue, working away from home, and potential isolation. These factors are considered within our approach to occupational health risk management.

This policy forms part of our Integrated Management System and is aligned with the requirements of ISO 45001:2018 in support of preventing work-related ill health and promoting continual improvement in wellbeing performance.

Capital Sky Ltd is committed to implementing the Thriving at Work Core Standards, ensuring mental health is proactively supported through leadership, open communication, early intervention, and ongoing monitoring.

We also recognise the importance of human factors in construction environments and commit to managing risks such as fatigue, workload, and stress in line with HSE guidance.

Our Aim is to:

- Promote a positive, inclusive workplace culture that supports mental health, wellbeing, and dignity at work.
- Reduce stigma associated with mental health conditions and encourage open communication and early support-seeking.
- Ensure employees are aware that mental health conditions are common and that support is available without judgement.
- Prevent workplace factors that may negatively affect wellbeing, including stress, fatigue, workload pressure, and isolation.
- Promote awareness of mental health and wellbeing across the workforce.
- Provide and maintain access to appropriate support mechanisms and professional assistance.
- Encourage early intervention and active participation in wellbeing initiatives.
- Integrate mental health considerations into management systems, risk assessments, and operational planning.
- Promote safe working practices, including reasonable working hours and rest periods.
- Ensure continual improvement of wellbeing performance through monitoring and review.

Support Arrangements

Capital Sky Ltd provides access to confidential support services, including an Employee Assistance Programme (EAP), offering counselling, wellbeing advice, and support for personal, financial, and emotional issues.

We also promote awareness and access to external support services including:

- Samaritans (116 123)

- NHS Mental Health Services (111)
- Mind mental health charity (0300 102 1234)
- Cruse Bereavement Support (0808 808 1677)
- Construction Industry Helpline (0345 605 1956)

Employees are encouraged to seek support at an early stage. All disclosures will be treated sensitively and without stigma.

Employee Responsibilities

All Capital Sky Ltd employees are encouraged to:

- Understand this policy and seek clarification where required.
- Take reasonable care of their own mental and physical health and wellbeing.
- Consider how their actions may affect the health, safety, and wellbeing of others in the workplace.
- Support colleagues by promoting awareness of this policy and maintaining a supportive culture.
- Share any wellbeing issues with their line manager, in confidence, especially where it may impact their ability to perform their role or put others at risk.
- Seek help when needed - we encourage use of:
 - Samaritans (116 123)
 - 999 if someone else is in danger
 - NHS 111 (urgent mental health support)
 - Mind mental health charity (0300 102 1234)
 - Cruse Bereavement Support (0808 808 1677)
 - Construction Industry Helpline (0345 605 1956)
- Make use of the Employee Assistance Programme (EAP) for confidential support, counselling, and wellbeing advice.
- Report concerns relating to fatigue, excessive workload, or unsafe working hours so that appropriate adjustments can be made.

Managerial Responsibilities

Managers at Capital Sky Ltd have a key responsibility for supporting the implementation, effectiveness, and continual improvement of this policy in line with the organisation's Integrated Management System and the requirements of ISO 45001:2018.

Managers are responsible for:

- Ensuring that all employees and relevant stakeholders are made aware of this policy and understand its requirements.
- Actively promoting and demonstrating commitment to mental health, wellbeing, and a positive workplace culture.
- Supporting open communication and encouraging early reporting of wellbeing concerns, including stress, fatigue, workload pressure, and personal wellbeing issues.
- Identifying and managing workplace factors that may adversely affect mental health, including workload distribution, working hours, fatigue risks, and operational pressures.
- Ensuring appropriate controls are implemented to support reasonable working hours, rest periods, and safe working practices in line with human factors principles.
- Promoting early intervention and ensuring employees are signposted to appropriate support mechanisms, including the Employee Assistance Programme (EAP) and external support services.
- Ensuring that employees are not subject to stigma, discrimination, or disadvantage when raising mental health or wellbeing concerns.
- Supporting the implementation of the Thriving at Work Core Standards and promoting a culture of awareness, support, and continual improvement.
- Monitoring the effectiveness of wellbeing arrangements within their area of

responsibility and contributing to management review processes.

- Escalating systemic or significant wellbeing risks through appropriate management channels to ensure timely intervention.

Policy Review

This policy will be reviewed annually or following any significant incident, organisational change, or the identification of emerging risks. Updates will reflect changes in legislation, industry best practice, and feedback from our people.

Reviews will also consider updates to the Thriving at Work Core Standards, HSE Human Factors guidance, and industry mental health initiatives to ensure ongoing compliance and continuous improvement.

Name: Martin Maloney

Position: Chief Executive Officer

Signature:



Dated: 15/05/2026

Latest Review Date: 15/05/2027