

Workplace Stress Policy

Policy Objective

Capital Sky is committed to maintaining a safe, healthy, and supportive working environment that promotes the wellbeing of all employees. We recognise our responsibilities under the [Health and Safety at Work etc. Act 1974](#), the [Management of Health and Safety at Work Regulations 1999](#), and associated HSE guidance to identify, assess, and manage the causes of workplace stress as part of our duty to protect employee health, safety and welfare.

Capital Sky is also committed to creating a working environment that enables all employees to achieve a reasonable balance between their work and personal lives. We recognise that such a balance benefits individuals, the Company, and wider society, and we aim to encourage working practices that promote a positive, productive, and sustainable work-life balance.

Policy Commitments

Capital Sky will carry out suitable and sufficient Risk Assessments to identify potential causes of workplace stress and will take reasonable steps to eliminate or control the associated risks. These assessments will be reviewed regularly and whenever significant changes occur to workload, staffing, working arrangements, or operational requirements.

Capital Sky will consult with the Health and Safety Department when matters are raised through site Safety, Health, Environmental and Procurement meetings or when actions are proposed to address identified causes of workplace stress or related wellbeing concerns.

The Company will provide appropriate training for managers and supervisory staff to ensure they understand how to recognise, manage, and reduce work-related stress in accordance with HSE Management Standards and internal wellbeing procedures.

Capital Sky will ensure that managers are provided with adequate resources to implement this Workplace Stress Policy effectively and to take appropriate action where risks are identified.

Responsibilities

Managers are expected to:

- Implement the requirements of the Capital Sky Workplace Stress Policy and any recommendations arising from workplace Risk Assessments.
- Maintain open and effective communication with employees, particularly during organisational, procedural, or workload changes.
- Ensure that all employees are appropriately trained, competent, and supported to fulfil the duties expected of them.
- Provide opportunities, where appropriate, for employees to develop and progress within their roles.
- Monitor individual workloads to ensure that no employee is expected to work beyond a reasonable and sustainable capacity or experience unmanaged excessive pressure.
- Monitor working hours and ensure that employees are not working excessive hours and are taking adequate rest breaks in accordance with [Working Time Regulations 1998](#).

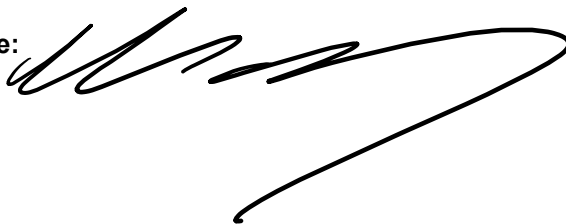
- Ensure that employees take their full holiday entitlement and maintain a healthy work-life balance.
- Attend training in effective stress management practices when required.
- Ensure that bullying, harassment, or inappropriate behaviour is neither practiced nor tolerated within their area of responsibility and is addressed in accordance with company disciplinary procedures.
- Remain vigilant and provide additional support to employees experiencing high levels of stress, including those affected by personal circumstances such as bereavement, family issues, or health concerns.
- Carry out Stress Risk Assessments, make recommendations based on the findings, and implement appropriate measures to reduce and manage workplace stress where necessary and escalate concerns where additional support is required.

This policy will be reviewed regularly to ensure it remains effective, relevant, and aligned with best practice, HSE guidance, and current legislation.

Name: Martin Maloney

Position: Chief Executive Officer

Signature:



Dated: 15/05/2026

Latest Review Date: 15/05/2027