



Spectris Mental Health Policy

We are committed to supporting the mental health and wellbeing of all of our people. It is important that we create an environment where mental health is an ongoing and open topic of conversation, where it is ok to ask for help if you are struggling, and where there are always people who can help and support you.

We are prioritising a workplace in which mental health is valued, promoted and protected. We will continuously strive to promote positive mental health throughout the organisation by establishing and maintaining processes that enhance mental health and wellbeing through our “Time to Talk” campaign.

OUR COMMITMENTS:

1. To recognise that workplace stress is a health and safety issue.
2. To continue to develop and maintain a supportive culture by increasing awareness and understanding with open discussion on mental resilience.
3. To provide opportunities for employees to look after their mental wellbeing.
4. To provide training for people managers and leaders in the early identification, and appropriate management of mental health issues.
5. We must meet and, where relevant, go beyond mandatory local health and safety legislation and other regulatory requirements.
6. To ensure individuals suffering from mental health difficulties are treated fairly and consistently.
7. To provide non-judgemental and pro-active support to individuals that experience mental health challenges
8. To ensure our people are aware of the support that can be offered through occupational health department, Employee Assistance Programme or alternatively their own GP, or a counsellor.
9. To treat all matters relating to individual employees and their mental health challenges in the strictest confidence and share on a ‘need to know’ basis only with consent from the individual concerned.
10. To encourage the employment of people who have experienced mental health challenges and ensure that all employees involved in recruitment and selection are briefed on mental health issues.

Andrew Heath

Andrew Heath, Chief Executive
December 2022