

1. Policy Statement

MPB Structures Ltd is committed to promoting and maintaining a working environment that supports the mental health and wellbeing of all employees. We recognise that mental health is as important as physical health and plays a critical role in ensuring safe, productive, and high-quality work.

The company is dedicated to eliminating stigma, encouraging open communication, and ensuring that employees feel supported in raising mental health concerns without fear of discrimination.

This policy forms part of the organisation's overall Health and Safety Management System and aligns with relevant UK legislation, including the Health and Safety at Work etc. Act 1974 and the Equality Act 2010.

2. Scope

This policy applies to all:

- Employees (permanent, temporary, and part-time)
- Contractors and agency workers
- Company operations, including office and site-based environments

3. Objectives

MPB Structures Ltd aims to:

- Promote positive mental health and wellbeing across all levels of the organisation
- Prevent work related stress and poor mental health wherever reasonably practicable
- Encourage early identification and intervention
- Provide appropriate support and reasonable adjustments where required
- Foster a culture of openness, respect, and inclusion

4. Roles and Responsibilities

4.1 Directors and Senior Management

Directors are responsible for demonstrating leadership and commitment to this policy by ensuring adequate resources are in place, promoting a positive culture, and integrating mental health considerations into business planning and decision making.

4.2 Line Managers and Supervisors

Managers and supervisors play a key role in implementation by maintaining regular communication with employees, identifying signs of stress or mental ill health, and taking appropriate action. They are also responsible for supporting employees, implementing reasonable adjustments, and maintaining confidentiality.

4.3 Employees

Employees are expected to take reasonable care of their own mental health and wellbeing, seek support when required, and contribute to a respectful and supportive working environment.

5. Mental Health Support and Provision

MPB Structures Ltd promotes a proactive approach to mental health by encouraging open discussions and providing access to appropriate support mechanisms.

Support may include:

- Access to internal management support
- Signposting to external professional services (e.g. NHS, GP, recognised charities such as Mind or Samaritans)
- Mental health awareness and training initiatives
- Flexible working arrangements, where operationally feasible

6. Work Related Stress Management

The company is committed to preventing and managing work related stress through effective planning and risk management.

Measures include:

- Monitoring workloads and working hours to prevent fatigue
- Ensuring clear roles, responsibilities, and communication
- Encouraging regular breaks and work life balance
- Undertaking stress risk assessments where concerns are identified

6.1 Site Specific Mental Health Risks

MPB Structures Ltd acknowledges that construction environments present additional pressures that must be effectively managed.

Key risks include:

- Fatigue due to long working hours, shift patterns, and travel
- Pressure associated with high-risk activities such as working at height and lifting operations
- Job insecurity linked to project-based work
- Isolation from remote or site-based working
- Cultural stigma around discussing mental health
- Physical demands, injury recovery, and associated stress
- Exposure to adverse environmental conditions
- Travel and commuting pressures

Control measures

These risks are managed through a combination of practical and organisational controls, including:

- Monitoring working hours and ensuring adequate rest periods
- Providing appropriate training, supervision, and safe systems of work
- Maintaining strong site communication and regular welfare checks
- Promoting a supportive and open working culture
- Providing suitable welfare facilities and site conditions
- Planning work to minimise excessive travel and fatigue

6.2 Risk Assessment

Mental health considerations will be incorporated into standard risk assessment processes. Where necessary, specific stress risk assessments will be undertaken, and appropriate control measures implemented and reviewed.

6.3 Incident and Post Incident Support

Following serious incidents, near misses, or traumatic events, the company will provide appropriate support. This may include informal debriefs, management support, and signposting to professional services where required.

6.4 Integration with Health and Safety Management

Mental health risks will be managed alongside physical risks and integrated into the company's Health and Safety procedures, ensuring a holistic approach to employee wellbeing.

7. Reasonable Adjustments

Where an employee is experiencing mental health difficulties, MPB Structures Ltd will consider reasonable adjustments in line with operational requirements and legal obligations.

Adjustments may include:

- Flexible or amended working hours
- Temporary modification of duties
- Phased return-to-work arrangements
- Time off for treatment or recovery

All adjustments will be agreed in consultation with the employee.

8. Confidentiality

All information regarding an individual's mental health will be treated with sensitivity and handled in accordance with data protection legislation. Information will only be shared where necessary and with appropriate consent, unless there is a risk to health and safety.

9. Training and Awareness

MPB Structures Ltd will promote awareness of mental health through training and communication. Managers will be supported in developing the skills required to identify and manage mental health issues appropriately.

10. Monitoring and Review

The effectiveness of this policy will be monitored through absence data, employee feedback, and workplace assessments.

This policy will be reviewed annually or following significant organisational or legislative changes.

11. Related Policies and Procedures

This policy should be read alongside:

- Health and Safety Policy
- Risk Assessment Procedures
- Equality and Diversity Policy

12. Support and Contacts

Employees are encouraged to seek support through:

- Line Manager or Supervisor
- Company Management
- GP or NHS services
- The Lighthouse Charity
- Recognised mental health charities such as MIND, the Samaritans, CALM (Campaign Against Living Miserably)

Signed:

A handwritten signature in black ink, appearing to read 'M Cragg'.

Martin Cragg
Safety & Sustainability Director
MPB Structures Ltd
01st June 2026