



Mental Health and Wellbeing Policy

Introduction

- 1.1. Silotank is committed to promoting and supporting the mental health and wellbeing of its employees. We recognize that mental health is essential for overall well-being and productivity, and we strive to create a supportive and inclusive work environment.
- 1.2. This policy outlines our commitment to promoting positive mental health, providing support to employees, and creating a culture that encourages open dialogue and destigmatizes mental health issues.

Policy Statement

- 2.1. Silotank acknowledges that mental health is as important as physical health and is committed to treating mental health issues with the same importance and care.
- 2.2. We aim to foster a work environment that supports the mental health and wellbeing of all employees and actively promotes a positive work-life balance.
- 2.3. We will provide access to resources, support, and training to enhance mental health awareness, reduce stigma, and create a supportive culture that encourages employees to seek help when needed.
- 2.4. Our mental health and wellbeing initiatives will be regularly reviewed and updated to align with best practices and emerging research in the field.
- 2.5. Confidentiality and privacy of employees' mental health information will be respected, consistent with applicable laws and regulations.

Responsibilities

- 3.1. Senior Leadership: The senior leadership team will champion mental health and wellbeing initiatives, allocate resources, and promote a culture that prioritizes mental health.
- 3.2. HR Department: The HR department will provide guidance and support to employees, ensure access to appropriate resources, and facilitate training and awareness programs.
- 3.3. Line Managers: Line managers will play a vital role in supporting the mental health and wellbeing of their team members, including recognizing signs of distress, promoting work-life balance, and signposting relevant support services.

3.4. Employees: All employees are encouraged to take responsibility for their own mental health and wellbeing, as well as supporting their colleagues in maintaining positive mental health. Employees are encouraged to seek help when needed and participate in relevant mental health initiatives.

Mental Health Support

4.1. Employee Assistance Program (EAP): Silotank will provide access to an EAP that offers confidential counselling, support, and resources for employees and their immediate family members.

4.2. Mental Health Training: We will provide training and educational programs to increase awareness and understanding of mental health issues among employees and managers. This may include workshops, seminars, and online resources.

4.3. Flexible Working Arrangements: Silotank will strive to offer flexible working arrangements, where appropriate, to promote work-life balance and reduce stress.

4.4. Reasonable Adjustments: We will consider and implement reasonable adjustments to support employees experiencing mental health difficulties, in line with legal requirements.

4.5. Return-to-Work Support: Silotank will provide appropriate support to employees returning to work following a period of mental ill-health, ensuring a smooth transition and necessary accommodations, where applicable.

Communication and Awareness

5.1. Silotank will promote mental health awareness through regular communication channels, such as email updates, newsletters, and intranet articles.

5.2. We will actively work to destigmatize mental health issues by encouraging open and honest conversations, sharing personal stories, and fostering a supportive and non-judgmental culture.

5.3. Relevant mental health resources and support services will be communicated to employees, including contact details for helplines, counselling services, and external support organizations.

Monitoring and Evaluation

6.1. The effectiveness of our mental health and wellbeing initiatives will be regularly monitored and evaluated to ensure

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