



# Health and Wellbeing Policy

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Complete wellbeing comes from the optimal combination of both good mental and physical health on a long-term basis. Both are dynamic and can fluctuate and change with many contributing factors affecting self-esteem, confidence and ability to cope in dealing with the challenges of day-to-day life. The World Health Organisation defines health as: “The state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity”

In construction the importance of safe working practice is clear and unequivocal with the vital need to keep everyone physically safe and away from harm due to the nature of work carried out. Focus has always been on eliminating risks in connection with work activities to protect any individual from accident, injury and ultimately to preserve life.

Over recent years mental health has increasingly been brought to the forefront and identified as a key priority area in the same manner as physical health and safety. It is now fundamental that as a business we take action to address our responsibility in all areas of wellbeing and to ensure everyone has access to a level of support that will empower them to thrive.

At Jenner we recognise the importance of a holistic approach to the management of our people and their overall wellness and to ensure we have the correct processes, procedures, and people in place to address this. We aim to create a workplace in which mental health is accepted as a normal part of life and everyone has the skills to look after their own and other people’s wellbeing.

As such we now have trained 11 members of the Jenner Team as ‘Mental Health First Aiders’ to recognise mental ill health and help find the correct level of support needed. As part of this training we endeavour to:

- Raise awareness and promote overall good mental health and wellbeing.
- Eliminate judgement, stigma and discrimination associated with mental ill health.
- Reduce suffering and the period that ill health is left untreated through earlier detection and confidence to help and support.
- Prevent self-harm and suicide.
- Support recovery and promote social inclusion.

Those trained represent a good cross-section of the business in terms of age, gender, and role to ensure everyone has access to someone they would feel comfortable to approach. The team meet twice-yearly to ensure our approach and guidance remains relevant, focused and proactive. Our Board of Directors have also undertaken a half-day training session to improve their understanding of mental health issues and the role we play as an organisation, in supporting our people and wider supply chain.

It is our promise to our people that we will openly breakdown the stigma associated with all aspects of mental health to create a culture of wellbeing where each and every person within the team is nurtured and feels supported in their role.

Signed

Martin Sandall  
Managing Director  
January 2025

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