

# HEALTH AND WELLBEING POLICY

Scope Group Limited is a privately owned company that has expanded on its multiple strengths nationwide. Scope Group Limited provides a range of services including civil and drainage, demolition, asbestos removal solutions.

## OUR VISION

Scope Group Limited is committed to promoting, protecting and supporting our worker's mental wellbeing and health.

## CORE VALUES

We recognise the experience of mental distress is common and that anyone can be affected at any stage of their lives. Due to this our company has become committed to supporting any worker experiencing mental distress.

If a worker is experiencing distress, we will do as much as we can to help keep them at work and/or support their return to work when they are ready. Any health conditions or disabilities will be treated in confidence. We will not share information about a worker unless they have agreed to this. The company will also ensure the wellbeing and safety of the worker and those around them.

## OUR COMMITMENTS

- To encourage a culture of openness – workers can speak up about any concerns at any time and know they will be heard.
- Ensure that workers feel supported to seek help for any issues or distress, including using conflict resolution processes.
- Ensure workers understand what is expected of them at work – their work tasks and acceptable behavior.
- Check in with workers at agreed times to ensure their workload is manageable, and to discuss any developments or concerns.
- Offer flexible work practices wherever possible and/or legally required.
- Support opportunities for professional skills development and growth.
- Employ and promote workers on their abilities, rather than perceived disabilities.
- Not tolerate bullying, harassment or discriminatory behavior.

## WORKER COMMITMENTS

- Treat everyone with respect and civility.
- Speak up if you need help or support.
- Speak up about any bullying, harassment, or discriminatory behavior you notice happening in the workplace.
- Take your own steps to stay mentally healthy at work.
- Support workmates to speak up if they need help for anything affecting their mental health.
- Ask about options (e.g. flexible working arrangements, special leave) if you feel you need time away from work to manage your mental health.

## ENCOURAGING POSITIVE ACTIONS

To maintain a mentally healthy workplace we will:

- Consult with you and other staff about what workplace wellbeing means to you, and what initiatives you might like.
- Provide contact details for support services you can access easily and discreetly.
- Encourage you to take breaks, both to rest and to connect with others.
- Regularly support mental health and wellbeing initiatives, such as Mental Health Awareness Week.
- Organise occasions for you to connect with other employees at and away from work.
- Encourage you to get outside during breaks, that is good for your physical and mental wellbeing.



Greg Davies  
Managing Director  
Scope Group Limited  
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