



## MENTAL HEALTH AND WELL-BEING POLICY

We understand the need for employees to have good mental health as well as physical and it is our policy to ensure that our employees are given the necessary support and assistance to ensure that their mental health or well-being doesn't suffer as a part of their employment.

To enable us to do this ALTIUS LIFTS LTD aims to create a working environment that protects the physical and mental well-being of its employees and anyone else who may be affected by our undertaking.

It is our aim to provide a supportive environment to help all our employees and particularly those with mental health difficulties to realise their full potential and meet the requirements of their job.

We provide our employees with the opportunity to pursue social, cultural and sporting fulfilment, in addition to their good work performance.

We also aim to facilitate and promote positive mental health and well-being in the workplace. To enable us to do this we:

- Provide access to a range of support services for our employees.
- Encourage employees with mental health difficulties to seek help.
- Support those employees with mental health problems especially where they may affect their health and safety in the workplace.
- Support a culture where mental health problems are not stigmatised.
- Refer employees with serious mental health problems to doctors or appropriate NHS services.
- Ensure employees are aware of the help that is available.
- Ensure that people who support employees have the necessary training or knowledge.
- Respect confidentiality of personal information for those with mental health difficulties.

As a company we always look to continually improve our performance in relation to all matters and this policy is no different. As such it is reviewed on a regular basis.

**Signed by the Executive Responsible for Mental Health and Well-Being:**

**Paula Bettridge**

Paula Bettridge  
Managing Director  
Altius Lifts Ltd  
10/03/2026