

**MWH  
Treatment  
Limited****Policy  
Statement**

**MWH Treatment** is committed to realising the highest standards of health and safety both for our employees and others who may be affected by our activities.

We recognise that work-related stressors can have a detrimental impact on both the organisation and our employees – affecting physical and mental health, morale, absenteeism and work performance.

MWHT has adopted the approach recommended by the Health and Safety Executive (HSE), which is based on a set of 'Management Standards', primarily concentrating on six key areas: Demands, Control, Support, Relationships, Role and Change.

The identification and reduction of work-related stress is a priority for the company and MWHT will proactively manage this through the process of job design, resource management and risk assessment. MWH Treatment will take all reasonable steps to ensure that all employees and those who work with MWH Treatment are aware of the risks surrounding stress and our company process for the management of these risks.

Bullying and Harassment can also lead to work-related stress and will not be tolerated. Any instances of bullying or harassment will be managed as per HRPD16-01 Disciplinary.

Stress is managed through open two-way communication with our employees and subcontractors. It is a joint responsibility to manage this effectively. All employees and those who work with MWH Treatment will be encouraged to openly and honestly discuss and progress any stress issues that they may have.

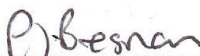
Stress can be caused by many factors and to avoid this, the Company ensures that employees:

- Are consulted and provided with constructive feedback in the course of their work.
- Are consulted where organisational or procedural changes are planned or being implemented.
- Are encouraged to take their full entitlement of annual leave and manage fatigue as per MP91 Fatigue Management Policy.
- Are competent to carry out their duties, and seek to identify any additional training needs through the annual professional development review process.
- Who are lone workers are provided with effective supervision and support.
- Who are known to be experiencing stress have access to appropriate sources of advice and support. This should include employees who are experiencing stress outside of the workplace.
- Are provided with advice, guidance and referral to occupational health and / or specialist counsellors, where appropriate. Employees (and their line managers) who are, or have been, off work due to stress will be supported with the return to work process, including a stress risk assessment.
- Learn to recognise the signs of stress in themselves and others, and be aware of effective strategies to minimise the effects of stress.
- Ensure that they raise concerns regarding work-related stress to their Line Manager as early as possible. Where this is not appropriate, concerns should be raised with HR or another manager.
- Seek appropriate medical advice and maintain contact with their Line Manager (or alternative appointed contact) if absent from work due to stress related ill health.
- Look out for the health, welfare and wellbeing of their colleagues, and help in developing a supportive culture where colleagues communicate effectively and assist each other with work load.

The effectiveness of this policy to reduce work-related stress will be monitored including the collation and review of attendance and sickness absence statistics and other relevant data.

**Every member of staff is reminded that they have a duty of care not just for their own safety, but also for their colleagues and others, and must ensure they are fit for work. Any breach of this Stress Management Policy will lead to our SYPD08-02 Just and Fair Culture process being implemented.**

This Statement will be displayed prominently at all sites and workplaces and copies of the Policy and Safety Procedures will be made available for reference as required.

  
..... January 2024

**Paul Bresnan** (MWH Treatment Chief Executive)  
Signed for and on behalf of MWH Treatment Limited