

# Wellbeing Policy

## Wellbeing at Amey

At Amey we recognise that a person’s state of wellbeing is fluid and changes over time and in response to a range of factors. It is not merely the absence of disease. We want to engage our people through a culture which promotes a sense of belonging and empowers them to prioritise their health and wellbeing to achieve their best overall wellness; to Be Well at Amey.

## Our approach

- Our wellbeing framework is centred around the whole person and is implemented via an integrated approach.
- We consider the physical, mental, financial, social and workplace wellness needs of our people, providing choice, trustworthy information and supportive solutions.
- We don’t just consider wellbeing at an individual level but through communication, engagement, and connection, seek to provide an environment where our employees can thrive.

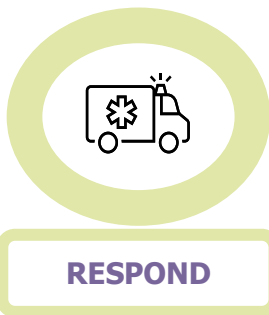


## Our vision

It is our vision that our people are empowered to achieve their best overall wellness by providing a place of work where people do not feel the need to hide parts of themselves. Where they can bring their whole self to work and be valued for the person that they are. Where difference is celebrated, empathy drives connection, and no one is left facing a challenge alone.



**Goal 1: Protect**  
...our people from harm, including psychological harm.



**Goal 2: Respond**  
...to the needs of our people by providing trusted information, interventions, and support.



**Goal 3: Promote**  
...good health and wellbeing to increase resilience and overall wellness.

## Our commitments

- We raise awareness of wellbeing amongst employees, managers, clients and our supply chain.
- We listen to the voices of our people to build and communicate a wellbeing programme that supports our People.
- We plan and deliver projects which enhance opportunities for external partnering, supporting our social value plan to make a lasting positive impact.
- We coach managers and leaders to proactively identify the wellbeing needs of their people, with an emphasis on promoting good mental health at an organisational level.
- We role model a culture of openness, where employees are consistently supported non-judgementally.
- We provide tailored in-house Mental Health support and signposting to clinical support where needed.
- We ensure our wellbeing programme supports our inclusion agenda making progress toward a society that is equal for all.

## Responsibilities

**Corporate Governance** – Responsibility for the effective management of wellbeing rests with the Chief Executive Officer (CEO). The CEO has nominated the Group Health, Safety, Environment and Quality Director to act on their behalf to monitor the execution of this policy throughout the Amey Group. The Group Board will receive regular reports from the Group HSEQ Director and progress against the strategy will be reviewed each year.

**The Businesses** – Each business shall implement the requirements of this policy and develop business specific requirements, as necessary, to be sufficient to ensure control of the psychological hazards inherent in their activities.

**Line management** – Wellbeing is part of line management responsibility, and managers should work together with Wellbeing and HSEQ colleagues to improve understanding, raise awareness and give people guidance on where to signpost people to, as well as how to take care of themselves.

**Employees** – All employees have a responsibility for their own wellbeing, taking care of themselves and their colleagues to support a collective approach to wellbeing.

## Communication of the policy

This policy will be displayed on noticeboards and brought to the attention of other stakeholders as required.



Andrew Milner  
**Chief Executive Officer**  
For and on behalf of the Board