

Wellbeing Policy

We have produced this policy to Proactively support a self-care approach to collective and individual wellbeing so that individuals and teams are all empowered to fulfil their potential.

Our Vision

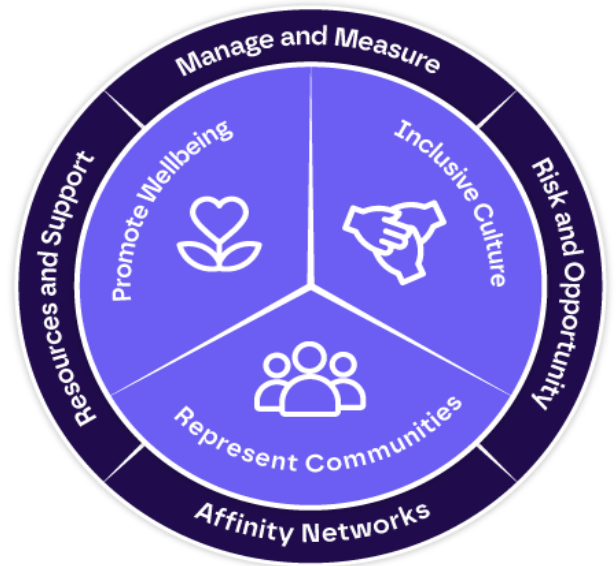
At Amey we recognise that a person’s state of wellbeing is fluid and changes over time and in response to a range of factors. It is not merely the absence of disease. Our vision is that our employees understand the full spectrum of factors that affect their wellbeing including physical, emotional, social, financial, sleep, nutrition, alcohol and drug, and use the tools Amey promote to proactively self-care.

Our Approach

At Amey we believe wellbeing, diversity and inclusion are all intrinsically linked and can’t be separated. By linking these we are strengthening the importance and reach within our organisation.

We consider the complete wellness needs of our people, providing choice, trustworthy information, proactive self-care tools and supportive solutions.

We don’t just consider wellbeing at an individual level but through inclusion and engagement, seeking to provide an environment where our employees can thrive.



Our Commitment

- Ensure we raise awareness of the full spectrum of factors that affect a person’s wellbeing across our employee’s, manager, clients and our supply chain and provide resources the support employees in these areas.
- Use best practice approach to wellbeing challenges and adapt behaviours.
- Provide effective tools and resources that are relevant to our employees
- Coach managers and leaders to proactively identify the wellbeing needs of their people, with an emphasis on promoting good overall wellbeing at an organisational level.

Role model a culture of openness, where employees are consistently supported non-judgementally.

Responsibilities

Corporate Governance - Responsibility for the creation and implementation and monitoring of an effective Wellbeing policy, strategy and plans rests with the Chief Executive Officer (CEO). It is the responsibility of the CEO to ensure the provision of adequate resources to deliver the requirements of this policy and all associated processes.

The CEO has nominated the Group People Director to act on their behalf to monitor the implementation of this policy throughout the whole of the Amey Group. The Amey Group Board will receive regular reports from the Group People Director.

Business Units – 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.

People Managers – Wellbeing is part of people manager 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 and self-care approach to wellbeing.

Monitoring and Review

We will monitor the effectiveness of the policy to ensure we are achieving stated outcomes through review of wellbeing and engagement data and consultation with appropriate employee and trade union representatives.

Formal review of the policy will take place annually unless there is a significant change in legislation, governance or working practices.



Andy Milner
Chief Executive Officer

Revision status

REVISION	DATE	AMENDMENT	CONTENT OWNER	MANDATED BY
2	01/2023	Annual review	L Watmough	M Burgess
3	07/2024	Reviewed in accordance with new WDI strategy	C Robinson	M Burgess