

**Health & Wellbeing Policy**

At CS Utility Contractors Ltd., we are committed to fostering a workplace that prioritizes employee wellbeing. Through our partnership with BUPA Health, we provide an Employee Assistance Programme that offers guidance and support. This policy aims to:

* **Promote** positive mental and physical health.
* **Raise awareness** of the importance of self-care, both physically and mentally.
* **Identify** common health challenges and highlight their impact.
* **Support** line managers in addressing employee wellbeing.
* **Guide** employees and managers toward reputable resources for mental and physical health support.
* **Recognize** the roles of those within the company who actively support workplace wellbeing.

This policy is non-contractual but defines our approach to cultivating a workplace that prioritizes health and wellbeing.

**Responsibilities**

**Employer’s Duties**

CS Utility Contractors Ltd. is committed to:

* Creating a culture where employees feel comfortable discussing their wellbeing with their line managers.
* Providing training, guidance, and resources to ensure safe work practices.
* Taking a proactive approach to preventing health and wellbeing concerns.
* Offering facilities and initiatives that encourage positive health choices.
* Equipping managers with the tools to uphold a supportive wellbeing environment.

**Employees’ Responsibilities**

Employees play an essential role in maintaining a positive wellbeing culture by:

* Understanding their responsibilities regarding health and welfare.
* Adhering to healthy working practices outlined in our Health & Safety Policy.
* Reporting imminent risks or concerns to their line manager.
* Seeking guidance when unsure about health and wellbeing matters.

**Benefits of a Healthy Lifestyle**

The **NHS** highlights that regular exercise and a balanced diet can significantly reduce the risk of major health issues such as Type 2 diabetes, stroke, cancer, and coronary heart disease. A healthy lifestyle also supports mental wellbeing by improving self-esteem, fostering goal-setting, and positively affecting brain chemistry.

Healthy eating is crucial for overall wellness and disease prevention. CS Utility Contractors Ltd. actively supports employees in making nutritious food choices at work.

Staying physically active enhances resilience, strengthens immunity, and contributes to healthy aging. We encourage and support employees in maintaining regular physical activity.

Given the health risks associated with smoking, we prohibit smoking inside company vehicles to protect employees from passive smoke exposure.

**Employee Assistance Programme**

Employees have access to **BUPA’s Employee Assistance Programme**, offering 24/7 advice and counselling. Support is available for mental health concerns, financial guidance, and legal matters.

* **Phone**: 0800 269 616
* **Online**: bupa.co.uk/eaponline

Information cards with these details are provided to employees.

**Drugs, Alcohol, and Substance Abuse**

Employees facing substance misuse issues are encouraged to seek help early to enhance recovery prospects and prevent work-related consequences. Those enrolled in rehabilitation programs will be subject to standard sickness absence policies unless stated otherwise.

Employees who recognize a potential concern should seek confidential assistance from their **GP** or relevant support services.

**Mental Wellbeing**

The **World Health Organization (WHO)** defines mental health as “a state of wellbeing in which every individual realizes their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to their community.”

CS Utility Contractors Ltd. is dedicated to:

* Supporting line managers in assisting employees with mental health concerns.
* Providing managers with resources to develop tailored care plans for individuals requiring mental health support.
* Offering guidance for employees with family members experiencing mental health difficulties.
* Encouraging employees to manage annual leave effectively to promote work-life balance.

Further details are available in our **Mental Health Policy**, including information on mental health charities and organizations.

Chris Stevenson

Managing Director

CS Utility Contractors Ltd.

Amended/Effective From: 16/06/2025

Reviewed Annually (Next June 2026)

Company Registration Number 8765604 VAT Registration Number 176971263