

Heidelberg Materials UK policy for the management of occupational health and wellbeing

Effective management and continual improvement of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business.

The policy for the management of psychosocial risks, which relates to managing and promoting wellbeing as part of an occupational health and safety (OH&S) management system, forms part of the overall sustainability strategy and is integral to this success.

We regularly review our policies for continuing suitability and effectively communicate them to all employees, contractors, visitors, supply chain and other key stakeholders to inform and promote wider adoption of responsible practices.

As a minimum, we comply with all applicable legal and regulatory requirements. Co-operation in the effective implementation of the policy is a condition of employment, partnership and supply.

Heidelberg Materials UK is committed to preventing ill health and injuries related to psychosocial risk and promoting wellbeing for all our employees by:

- Providing the resources required to effectively implement the policy requirements.
- Reinforcing the management of psychosocial risk by inclusion in strategic plans and existing systems, policies, processes and reporting structures.
- Providing a framework for setting, reviewing, evaluating and revising objectives for the management of psychosocial risk.
- Improving workplace culture through a range of integrated programmes (including health and safety management practices, social responsibility, environmental sustainability and community engagement) and empowering and supporting involvement from workers (and worker representatives) to improve attitudes towards actively managing psychosocial risks.
- Promoting a workplace that is free of work-related violence, bullying and harassment and enhancing a working environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust in relation to well-being and the OH&S management system.
- Providing workers with information and support services for those experiencing negative impacts from exposure to psychosocial risks through general occupational health services, confidential debriefing, counselling and conflict mediation services.
- Obtaining and providing feedback to determine the effectiveness of managing and preventing psychosocial risk within the OH&S management system, both in implementation and operation.



Simon Willis

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