



## Health and Wellbeing Policy

The policy aims to promote and support the health and wellbeing of all employees at Barons Group Ltd, creating a positive and inclusive work environment that enhances overall job satisfaction and productivity.

The policy applies to all employees, contractors and stakeholders working within the organisation.

Barons Group Ltd is committed to:

- Encouraging a healthy work-life balance
- Providing resources and support for physical and mental health
- Creating a safe and inclusive workplace
- To reduce stress and burnout

### Mental Health Support

- Access to Employee Assistance Programme for confidential support
- Awareness campaigns and workshops on mental health
- Encouraging open communication about mental wellbeing

### Physical Health Promotion

- Encouraging regular breaks and movement during work hours
- Supporting flexible work arrangements where applicable
- Ensuring compliance with health and safety regulations

### Work Life Balance

- Encouraging flexible working hours or remote options
- Promoting the use of annual leave for rest and recovery
- Implementing measures to prevent excessive workload and stress

### Responsibilities

- Management – Ensure wellbeing initiatives are implemented and accessible
- Employees – Take personal responsibility for their health and wellbeing and support colleagues where possible

### Reporting and Review

- Regular assessment of employee wellbeing through surveys and feedback
- Continuous improvement of policies based on employee needs
- Clear procedure for reporting workplace health and wellbeing concerns