

Health & Wellbeing Statement

08.12.2025

Manning Construction Limited is committed to providing a working environment which promotes and maintains the wellbeing and good health (including mental health) of its staff, supply chain and all other stakeholders engaged in work with them. As a business we also recognize that people are its most valued resource and their health and wellbeing is essential to effective work performance.

It is the commitment of Manning Construction Ltd to ensure ill health is neither caused nor exacerbated by work and to adopt a proactive approach to employee wellbeing by actively promoting good health in the workplace.

The aim of this policy will be achieved by:

- Implementing a robust Integrated Management System, incorporating the risk management process and health surveillance programme to ensure that the health of all workers is protected and maintained, irrespective of their existing health status
- Ensuring that workers are fit to carry out their designated roles through the provision of health questionnaires as a minimum for all new starters and medicals for safety critical workers
- Signposting our employees to free information on Emotional Wellbeing, Physical Wellbeing and Financial Wellbeing from our specialist partners, the Lighthouse Construction Industry Charity, who can professionally assist workers to make informed choices regarding lifestyle issues
- Engaging PCR Global Limited as our dedicated Health, Safety & Wellbeing Consultants, and arranging drop-in sessions for mental health support where required
- Identifying and implementing mitigation measures to address the risks to health and safety that are associated with fatigue and mental health issues
- Acknowledging that work-related stress can also affect the health and wellbeing of our workforce and managing, so far as reasonably practicable, the risks which are within our control, with the aim of helping to prevent workers from suffering foreseeable work-related stress
- Encouraging our workforce to take responsibility for all aspects of their own health and mental wellbeing which are within their own control. These include accepting and acting on advice provided in clinics, when visiting their own GP, from the Lighthouse Construction Industry Charity or from our dedicated Wellbeing Consultants. This will best ensure that their health is regularly monitored; taking reasonably practicable steps to minimize their own stress levels, and seeking assistance as early as possible if symptoms of stress are experienced

Responsibility for the implementation of the policy lies with all Directors and Managers of Manning Construction.

This policy covers all Manning Construction activities and will be reviewed annually to ensure that the management system is effective, consistently implemented and continually improved.



Mr. Stephen Euston
Managing Director