

## Wellbeing Policy

GLC Projects are industry leaders in demolition and asbestos removal, focussed on delivering quality and value to our customers. This is achieved by drawing on our extensive experience and following systems and procedures, underpinned by our company policies which set out how we achieve our legal and moral obligations.

Our Wellbeing policy is endorsed by our Managing Director; GLC Projects are committed to:

- Complying with all current and applicable health and safety legislation and ensuring that our management, supervisors and workforce are fully conversant with the requirements of company systems and procedures
- Communicating our systems, procedures and this policy to our workforce, subcontractors and supply chain partners
- Creating a working environment which promotes health and wellbeing as a priority
- Treating mental health as equally important as physical health
- Leading by positive examples at all levels across the company, demonstrating our openness to talk about health and wellbeing
- Ensuring that all activities are planned in advance so uncertainty is minimised
- Reducing the contributory factors to causes of workplace stress
- Our continuous strive for excellence, where we accept nothing less than industry best practice
- Engaging with our management, workforce, subcontractors and suppliers so individuals understand their role in supporting the health and wellbeing of others in the workplace
- Set targets and objectives which steer the company to continually challenge the status quo regarding health and wellbeing
- Empowering all employees, subcontractors and supply chain partners to raise any issues, concerns or feedback to our supervisors and management, without any fear of discrimination
- Providing the right training to our employees and develop the general understanding of health and wellbeing issues
- Not tolerate any forms of harassment or bullying and treat all employees and others with dignity and respect
- Carrying out regular inspection and audit of the effectiveness of this policy

The Managing Director is the appointed Director responsible in ensuring this policy is reviewed on an annual basis and that it is followed by the company in full.

A handwritten signature in black ink, appearing to read "Graeme Cochrane".

Graeme Cochrane  
Managing Director

Reviewed October 2022