



# MENTAL HEALTH POLICY

**JELD-WEN is a joinery manufacturer and distributor with operations across the UK and as such this statement covers all activities of the organisation.**

JELD-WEN UK recognise that supporting the mental wellbeing of all employees is important for both individuals and the organisation. Mental wellbeing is a key factor in an individual's health and safety, social wellbeing, and productivity. JELD-WEN UK believes that by promoting good mental health positive benefits are realised by individuals, their families, and the wider society.

JELD-WEN UK will do everything where possible to ensure that all employees who are facing any mental health issues are supported by a number of measures with respect, confidentiality and without discrimination.

1. JELD-WEN UK is committed to promote positive mental health and wellbeing for all employees using both effective communication of our policies and best practice.
2. JELD-WEN UK is committed to raising the awareness of our workforce regarding issues associated with mental health and wellbeing. We aim to develop the skills and knowledge of managers, supervisors, and employees to deal with these issues. Trained and appointed Mental Health First Aiders will cooperate with and support this programme. We will maintain a ratio of 1-50 trained persons across the site or UK organisation.
3. JELD-WEN UK will provide support to employees experiencing a mental health problem whilst in our employment and upon return from any absence, whilst preventing discrimination.
4. JELD-WEN UK is committed to continuously striving, as far as is reasonably practicable, to promote mental health awareness throughout the organisation by establishing and maintaining processes that enhance mental health wellbeing.
5. JELD-WEN UK is committed to helping all employees who have experienced a mental health absence. Our aim is to retain and support our employees and assist their return to work successfully by making any reasonable adjustments required.
6. JELD-WEN UK is committed to develop a culture based on trust, support, co-operation and mutual respect within the workplace and liaise where necessary employee representatives.
7. Every JELD-WEN employee has a responsibility to contribute to making the workplace mental wellbeing policy effective.

A handwritten signature in blue ink, appearing to read 'H. White'.

**Hamish White**  
UK Operations Director  
JELD-WEN

Review date: Feb 2024

Next review: Feb 2025