

MENTAL HEALTH & WELLBEING POLICY

McQuillan Companies offers a diverse range of construction, environmental, and facilities management services across the public, private, and commercial sectors. Our expertise spans civil engineering, road surfacing, and quarrying, including the supply of premium aggregates and bituminous materials, alongside total waste management and accredited environmental testing. We also deliver year-round grounds and facilities maintenance services, including winter gritting, property restoration, and insurance reinstatement. Together, these capabilities allow us to provide comprehensive, fully coordinated solutions for our clients.

McQuillan Companies are committed to the protection and promotion of the mental health and wellbeing of all employees and understand the importance of this for individuals' physical health, social wellbeing and productivity.

Successful management of our mental health and wellbeing policy includes providing information and raising awareness, developing management skills to deal with issues around mental health effectively, providing a supportive work environment, offering assistance, advice and support to anyone experiencing a mental health problem or returning to work after a period of absence due to mental health problems.

Directors recognise that mental ill health can affect anyone at any level in the Company, and if it does occur, the matter will be treated in the strictest confidence, and the individual concerned will be encouraged to seek assistance under the terms of this policy.

Policy Aim:

We will provide a working environment that promotes and supports the mental health and wellbeing of all employees by:

- Protecting the health, safety and mental health wellbeing of all McQuillan Companies employees by promoting a healthy and supportive workplace.
- Providing awareness and understanding of the impact of poor mental health to our workforce and the promotion of positive mental health through facilitated training workshops, with the aims of:
 - Reducing stigma and discrimination
 - Encouraging conversation in the workplace
- Provide access to accredited Mental Health First Aid training and provide assistance to signpost employees to support.
- Manage any mental ill health related sickness absence and encourage individuals to seek professional medical advice and self-help strategies, where required

Scope:

This policy will comply with Health and Safety legislation and best practice industry guidelines.

This policy will be developed in accordance with existing organisational policies and procedures.

This policy will be applicable to all levels of the company, developed and implemented across all departments, evaluated and reviewed as appropriate.



P J Brogan
Managing Director

Date: 27 February 2026