9th September 2026

REFERENCE: P - 022

Wallace Groundwork’s Ltd

Policy

FATIGUE & MENTAL WELLBEING POLICY

Wallace Groundwork's Ltd
The Hub at Gladstone Buildings Broadleys
Chesterfield
Derbyshire
United Kingdom

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1. General Statement of Intent

The Company is committed to protecting and promoting the health, safety and wellbeing of its employees and anyone else who may be affected by its activities. We recognise that fatigue, excessive working hours, inadequate rest and poor wellbeing can affect an individual's physical and mental health, concentration, decision-making, performance and ability to work safely.

The Company is committed to identifying, assessing and managing the risks associated with fatigue and supporting the physical and mental wellbeing of employees. We will take reasonably practicable steps to prevent work-related fatigue and to create a working environment in which employees feel able to raise concerns about fatigue, workload, stress and wellbeing without fear of unreasonable consequences.

The Company will:

- Identify and assess fatigue-related risks associated with working hours, shift patterns, workload, travel, night work, working conditions and other relevant factors.
- Comply with applicable UK legislation and recognised good practice relating to working time, rest periods, health, safety and employee wellbeing.
- Plan working arrangements to provide appropriate opportunities for rest and recovery.
- Monitor working hours, overtime and shift arrangements where necessary to identify excessive or unsustainable working patterns.
- Provide appropriate information, instruction and guidance to employees on fatigue awareness, sleep, rest and maintaining wellbeing.
- Encourage employees to report when they believe fatigue or wellbeing issues may affect their ability to work safely.
- Take appropriate action where an employee is considered too fatigued or otherwise unfit to undertake work safely.
- Promote a positive working environment that supports physical and mental wellbeing.
- Consider workload, work demands, workplace conditions and organisational factors that may contribute to stress or poor wellbeing.
- Provide appropriate support and signposting to relevant sources of assistance where employees experience wellbeing concerns.

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- Ensure that managers are equipped to recognise potential signs of fatigue, stress and declining wellbeing and respond appropriately.
- Protect employees from discrimination or unreasonable treatment when raising legitimate health, fatigue or wellbeing concerns.
- Regularly review the effectiveness of our fatigue and wellbeing arrangements and implement improvements where necessary.

Employees also have a responsibility to take reasonable care of their own health and safety and that of others who may be affected by their actions or omissions. Employees are expected to comply with Company working-time and rest arrangements, report fatigue or wellbeing concerns promptly, and inform their manager where they believe they are not fit to work safely.

Management will provide appropriate resources and support to implement this policy and will ensure that responsibilities for managing fatigue and wellbeing are clearly communicated throughout the organisation.

This Statement of Intent forms part of the Company's overall Health & Safety Management System and will be communicated to employees and other relevant persons. It will be reviewed regularly and whenever significant changes occur to working arrangements, organisational requirements, legislation or identified risks.

Author	Nicola Parker
Author Job Role/Position	General Manager
Author Signature	
Signature Date	9th September 2026

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3. Arrangements

3.1.

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I have read and understood the entirety of this document. Where there was something I did not fully understand, it was explained to my satisfaction. I agree to comply with the required directions and instructions in this document. If at any point, I cannot comply, I will highlight this before continuing.			
Name	**Job Role / Position**	**Signature**	**Date**

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