

# Stress Policy Statement

For

## Wallace Groundworks Ltd

The company is committed to promoting a healthy and supportive working environment. The company believes that its people are its most important asset and that their well-being is essential to effective work performance and the provision of high quality services.

The aims of the company are to recognise that action to prevent stress is far more effective than dealing with it once it has arisen. Guidelines have been established for managers on the prevention and identification of work-related stress, and to encourage members of staff that are experiencing unacceptable levels of stress to seek assistance and receive the advice and support they need.

The company want to maximise the physical and psychological well-being of all members of staff and encourage the creation of a working environment in which employees and managers actively identify opportunities to enhance employee well-being.

Promotion of a healthy and safe environment which fosters a culture of trust, co-operation and mutual respect, and within which all members of staff treat each other with dignity is a very high priority.

The company has developed a culture that is supportive and non-judgemental of people with mental health problems and will reduce as far as reasonably practicable and, where possible, prevent risks to mental health in relation to work.

The company aim to reduce work related stress levels:

- By following good principles of job design, allowing individuals some control over their work and the ability to call upon support and advice when necessary.
- By providing a safe and healthy environment in which to work.
- By providing a workplace free from harassment, bullying and victimisation.
- By sound management practice based on equality of treatment and respect for diversity.
- By effective planning, workload allocation and feedback on performance.
- By encouraging staff to maintain and improve their physical and psychological health.
- By offering support to staff,
- By ensuring good communication throughout the company.
- By providing information and training to enable staff to develop their skills and confidence and hence maximise their contribution to the success of the company.

Stress objectives are regularly monitored and reviewed.

The Directors and staff are fully committed to the maintenance, review and improvement of the Company's Stress Policy.

**The person with overall responsibility for implementing this Policy is: Peter Wallace**

Signature: .....  
Peter Wallace - Director

Date: April 2026

Completed by: Templicity Ltd T/A Temple Safety

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