

MENTAL HEALTH & WELLBEING POLICY

At Felix O'Hare & Co Ltd are a locally based market leading General Building Contractor specialising in General Construction, Fit out, Building Maintenance we approach every project with honesty, integrity and commitment. We encourage a culture of excellence in our quality procedures and work with our design teams to develop innovative and sustainable designs. Our record of repeat business reflects this philosophy of delivering safe, fair and professional service and that the project is never complete until the client is completely satisfied.

The wellbeing of our employees is of paramount importance and we are committed to looking for better ways of working to support the wellbeing of everyone who works for and with us.

This Policy applies to all who work for Felix O Hare & Co. Ltd and those working on our behalf with the requiring the full cooperation & commitment of everyone in the business to ensure that Mental Health & Wellbeing is give full consideration and successfully implemented.

The Board of Directors has overall responsibility for ensuring this policy is complied with and will review it at least once per year to ensure it remains relevant and appropriate to the aims and objectives of our business.

Our approach to wellbeing and mental health is at the heart of our efforts to achieve the goals and behaviours set out in our Guiding Framework and our intentions to create a sustainable future for our business whilst treating everyone who works with us fairly and with care.

We recognise that good wellbeing in the workplace contributes significantly to employees feeling healthier and happier, being more resilient and productive and having a greater sense of fulfilment and control in their lives. In turn this leads to fewer chronic cases of physical and mental ill health. We also recognise that mental health problems can affect anyone, regardless of their position in the organisation. Anyone suffering will be treated fairly and without judgement and will be fully supported.

We believe that working for Felix O'Hare should have a positive impact on employees' wellbeing and we endeavour to provide the best workplaces, opportunities and support for employees to thrive in the workplace.

We are committed to contributing to the sustainability of our communities and will extend our influence beyond Felix O'Hare & Co Ltd and into the communities in which we work so we can inspire others to lead happier, healthier and more fulfilling lives.

Issue Date:

March 2026

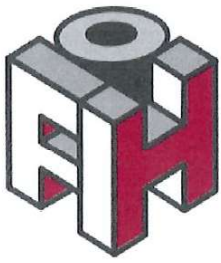
Next Review Date:

March 2027

Mark Campbell
Managing Director



FELIX O'HARE
& CO LTD



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We are committed to continually developing, reviewing and maintaining our processes and acting fairly on the views of all those who work for us, to ensure that we promote a proactive approach to wellbeing.

We will:

- Assess and where practicable to do so, reduce the impact of our company's business on the wellbeing of all who may be affected by what we do
- Promote people wellbeing and support everyone to achieve a fair work life balance
- Offer a variety of occupational health interventions and benefits to help promote and maintain a healthy mind and body
- Implement, maintain and continually improve our integrated Operating Procedures to ensure it
- Assigns wellbeing accountabilities within the business as appropriate

Supports the development of strategies to achieve our aim of improving and supporting the wellbeing of all who work for us

Promotes effective and expedient incident control, reporting on and investigating all wellbeing and mental health matters

Provides sufficient and appropriate wellbeing and mental health training, information and support to all of our employees supply-chain member and visitors.

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March 2026

Next Review Date:

March 2027

Rev.01

Mark Campbell
Managing Director



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