

HEALTH AND SAFETY POLICY

24. STRESS

It is DC Flooring (UK) Ltd policy to address all work-related illnesses and in particular mental health issues, fatigue, stress, etc. and to control, reduce or eliminate so far as is reasonably practicable.

The Health and Safety Executive has defined health and safety as both the physical and mental wellbeing of all persons employed by the company. DC Flooring (UK) Ltd recognise that our personnel are the organisation's most valuable assets and that any problem associated with work-related stress is a management duty.

Through the risk assessment process, DC Flooring (UK) Ltd will continue to identify hazards and assess all mental and physical risks to health and safety with the objective of reducing them, as far as is reasonably practicable.

Stress is usually brought about by an accumulation of minor irritations that cannot be resolved in the time scale we wish and/or with the desired outcome. However, there may be one single event or set of circumstances that combine to provide the additional stress overload. Some examples are: -

Possible environmental stressors include noise, temperature, overcrowding and humidity.

Possible work-related stressors include working to tight deadlines, overwork and change to organisation.

Other issues that may have an impact include: –

- Under challenged / Promotion prospects / Job satisfaction
- Racial or sexist remarks
- Personal relationships with other workers
- Travelling
- Harassment and confrontation.

It may be difficult to talk to a colleague about the problem face to face, as it might be this relationship that is the cause. It is our policy that all workers can approach management to raise any concerns relating to stress. All conversations with management will be addressed in the strictest confidence, and we will try and assist any individuals suffering from stress.

Where personnel feel they are unable to approach their manager, they can approach any of the senior management and/or the Mental Health First Aider. All conversations will be addressed in the strictest confidence, and we will try and assist any individuals suffering from stress.

Employers Responsibilities

DC Flooring (UK) Ltd shall:

- Have in place a system of referral to management, situations, where employees feel workplace duties or activities are having an adverse effect on their wellbeing.
- Have in place a system of risk assessment to aid identifying stressors maybe affecting employees well being
- Have access to advice on matters relating to stress at work, this could be internal or external assistance (this could be Occupational health, Physician)
- Have a system of training for management in how to deal with work related stress