



Mental Health Policy

Wings Security Ltd recognizes that mental health is as important as physical health. We are committed to fostering a work environment that prioritizes the mental well-being of our employees. As part of this commitment, our organization is a proud signatory of the "Mental Health at Work Commitment." This policy outlines our dedication to promoting mental health awareness, providing support, and reducing the stigma associated with mental health issues.

2. Mental Health at Work Commitment

We are committed to the principles outlined in the "Mental Health at Work Commitment," which includes:

- **Awareness and Education:** We promote awareness of mental health issues and provide resources to educate our employees about mental well-being.
- **Open Conversations:** We encourage open and stigma-free conversations about mental health. Our employees have access to confidential channels where they can seek support or share concerns.
- **Employee Support:** We offer assistance programs and resources to support the mental health and well-being of our employees.
- **Leadership Engagement:** Our leadership team is actively involved in fostering a culture of understanding and empathy, ensuring that mental health remains a top priority.
- **Continuous Improvement:** We continuously review and enhance our mental health initiatives to meet the evolving needs of our workforce.

3. Responsibilities

- **Management:** Our leadership team is responsible for setting the tone and creating an environment that promotes mental health and well-being.
- **Employees:** All employees are encouraged to prioritize their mental health and seek support when needed. They are also encouraged to be supportive of their colleagues.

4. Confidentiality

Confidentiality regarding mental health matters is of utmost importance. Information shared by employees will be treated with respect and sensitivity. Disclosure of mental health issues will not adversely affect an employee's career.

5. Support Services

We provide access to mental health support services, including counseling, helplines, and employee assistance programs. Employees are encouraged to use these resources as needed.

6. Stigma Reduction

We actively work to reduce the stigma associated with mental health issues through education and awareness campaigns.

7. Review and Improvement

We regularly review and update this policy to ensure its effectiveness in supporting the mental health of our employees.

Conclusion

Our commitment to the "Mental Health at Work Commitment" reflects our dedication to creating a mentally healthy workplace. We believe that by prioritizing mental health, we can create a more productive, supportive, and fulfilling work environment for all employees.

Contact Information:

For any inquiries or concerns related to this modern slavery statement, please contact us at info@wingssecurityltd.com