

# Byrne Group Occupational Stress Policy Statement

SAFETY | PEOPLE | DELIVERY | RELATIONSHIPS | INNOVATION



Byrne Group is committed to protecting the physical and mental health and welfare of those who work for us. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing any workplace stressors.

This policy applies to everyone in the Group, and all managers are responsible for its implementation.

The aim of this Occupational Stress Policy is to establish an effective and consistent approach to the prevention of work-related stress throughout Byrne Group, and to provide supporting services where cases of stress are identified.

This will be achieved through the following:

- Ensuring an increase in general awareness of stress, its causes and methods of prevention and control.
- Establishing arrangements for identifying and minimising causes of stress in the workplace.
- Providing support for all members of staff in managing personal stress levels.
- Prevention or control of stress through the process of risk assessments.
- Effective management of stress, including provision of support through confidential referral services .
- Sensitive and planned management of return to work following sickness absence.
- Promotion of partnerships between managers and supervisory staff to deliver good management practices in order to implement this policy.

Byrne Group is committed to maintaining a working environment that enables all its employees to achieve a reasonable balance between their life at work and their personal life. Such a balance, it is acknowledged, has mutual benefits for the individual, the company and the society as a whole.

The objective of the Byrne Group Occupational Stress Policy is to create a working environment that supports employees both at the workplace and in their general wellbeing, and that encourages effective working practices enabling a productive and positive balance between work and life away from work.

This policy will be updated in accordance with current legislation and legal requirements.

Signed

Michael Byrne  
Chief Executive, Byrne Group

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