



# Mates in Mind programme



This year we have been running training sessions that will provide our employees with the skills they need to help them provide mental health support to their colleagues.



#BeTheChange

We have continued our partnership with Mates in Mind - the charity that raises awareness of mental health in the construction industry - with aims to break down the stigma associated with mental health, get people talking and create a working environment that is supportive.

This year we have been running training sessions that will provide our employees with the skills they need to help them provide mental health support to their colleagues.

Manage the Conversation training has taken place across the business for identified people managers to help create a working environment that:

- Encourages openness about their mental health;
- Encourages conversations about mental health;
- Supports someone experiencing a mental health problem; and
- Signposts them to get help.

We have identified Mental Health First Aiders throughout the business to offer an additional route for supporting our people. The first aiders have attended specific in-house training to support them in their new role.

