

# Reporting on Mental Health

JANUARY 2025



Wates 

# Reporting on Mental Health

At Wates, we are increasingly aware of the impact poor mental health can have, not only on the individuals who make up our workforce, but on us as a company too.

That is why we take mental health incredibly seriously and, particularly in recent years, have taken steps to help our people improve their resilience for mental well-being.

We have focused in large part on normalising the topic of mental health so that we can create a psychologically safe space in which people can discuss their experiences and, when necessary, seek support.



# Percentage of employees declaring Mental Health

We marked our progress in this area by receiving a 'Silver' award for the first time in mental health charity Mind's 'Workplace well-being index awards', having gained a bronze award in 2019.

Feedback from the charity showed that our colleagues feel encouraged to be open about mental health issues and feel able to speak up when going through challenging times, we had a response rate of 11% of colleagues.

**46%** Of employees with mental health conditions said they declared their mental health issue to Wates. We know we still have a long way to go in this area.



The award recognised the increased awareness and participation driven by our group wide well-being campaigns, such as are 'Fitness Fortnight' and 'Men's Health Week'. However, our rate of absenteeism due to mental health related causes did not show significant improvement.

In 2024, we recorded **3,057** days of absenteeism, due to mental health related issues, such as stress, anxiety and depression.



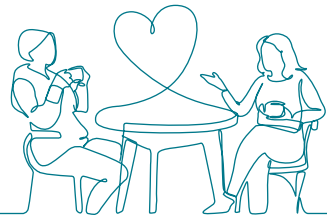


# Training offered to employees around Mental Health

We continue to train more mental health first aiders across our business, we now have **262** members - **6.1%** of employees.

We have also continued uptake of our 'Bouncing back' resilience training programme which launched in 2021. So far, we have trained **2,446** people.

We are committed to training more of our people in Applied Suicide Intervention Skills to support the communities we work in.





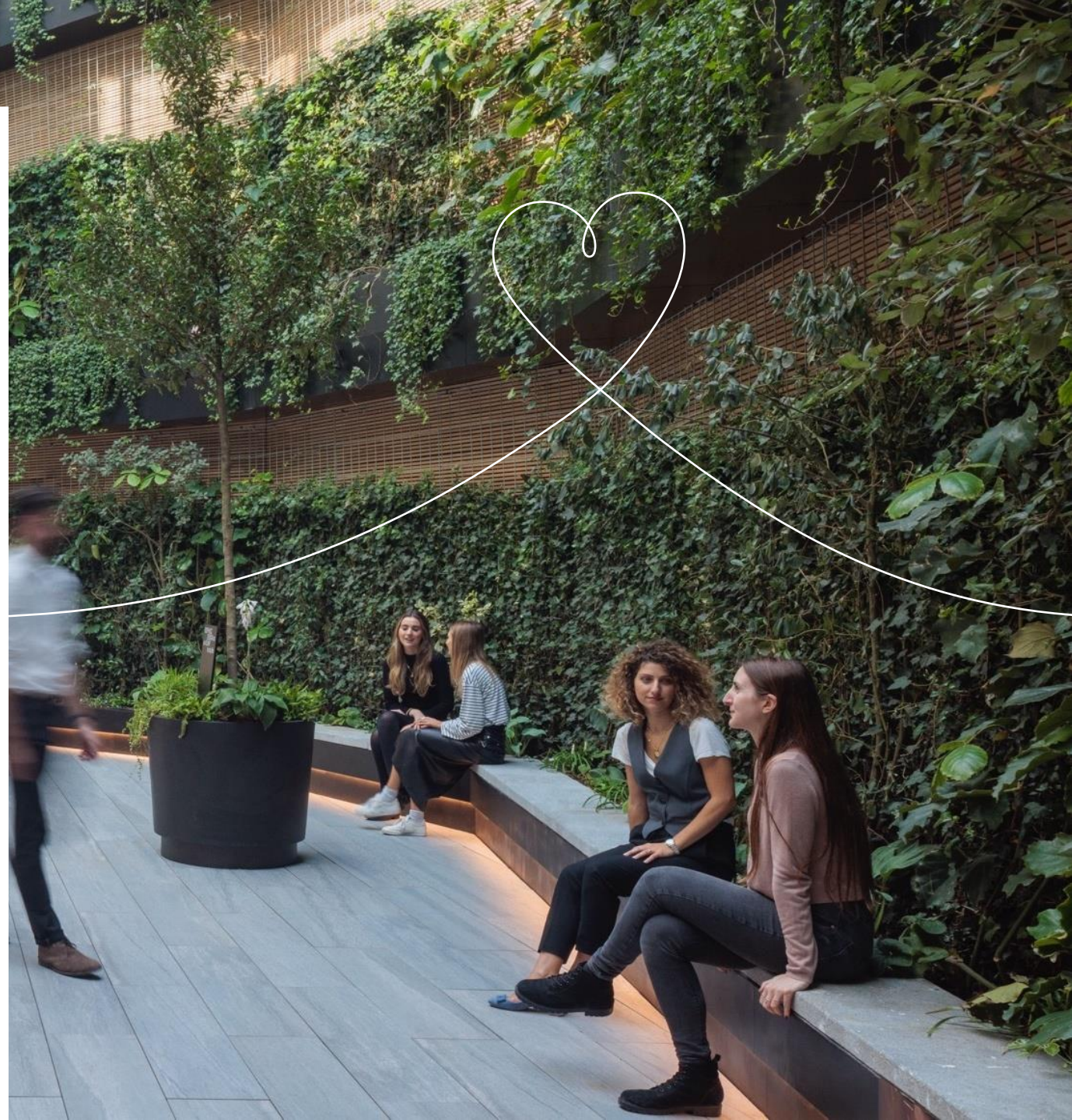
# Take up of Mental Health support

Creating an environment in which talking about mental health becomes the norm, rather than the exception is more than just about changing attitudes; it's important that we provide the tools for our people to be able to do it.

We urge people to have conversations about their Wellness and mental health, and everyone is encouraged to complete a personal **MyWellnessPlan** as a basis for opening discussion with their manager.

Our partnership with Peppy Health enables us to offer easy access to a wide range of support services through a digital health app.

This partnership has been a real enabler of better mental health for our employees, and over the past year more than **914 employees or their family members** registered for the app.





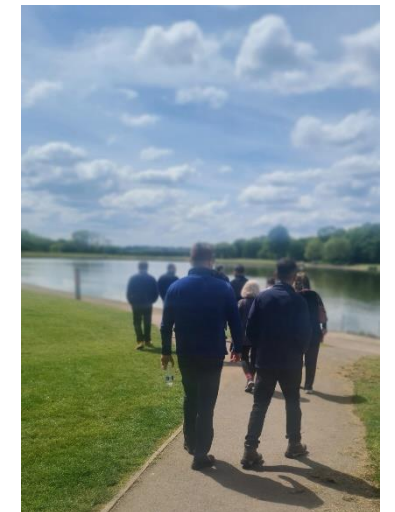
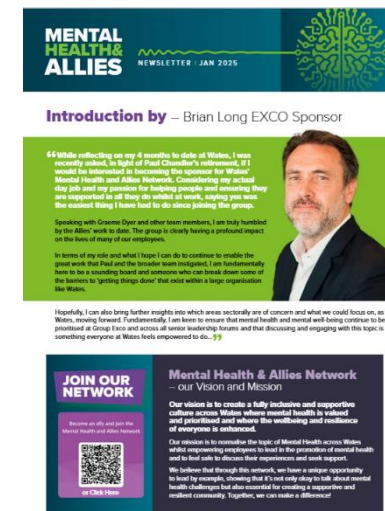
# The role **Mental Health & Allies** employee network

In January 2024 we launched our sixth employee led 'inclusion network', based on the subject of mental health. Our vision for the Mental Health and Allies network is to create a fully inclusive and supportive culture across Wates where mental health is valued and prioritised and where the well-being and resilience of everyone is enhanced. Our mission is to normalise the topic of mental health across Wates, whilst empowering colleagues to lead in the promotion of mental health and to feel safe to discuss their experiences and seek support. The network objectives are to:

- Create a supportive culture, provide a safe and confidential space for employees to talk and signpost people to support, processes and resources that will enhance well-being.
- Promote mental health awareness, develop and implement campaigns and initiatives to reduce stigma, encourage open conversations and ensure accessibility and inclusivity of mental health resources for all colleagues within Wates.

Initiatives include:

- Quarterly support café
- Quarterly newsletter
- Regularly opportunities for 'Net-walking' – a 45-minute walk to connect with others and get some fresh air, local to our sites/offices.



# Mental Health data

Colleagues who have a disability, physical or mental health condition, tell us:



Data taken from Inpulse Employee Engagement survey February 2024, 69% overall response rate (4% of responses from people who identified as having a disability, physical or mental health condition / Mind Workplace Wellbeing Index 2023, 11% overall response rate, 45 % of respondents have experienced poor mental health whilst working at Wates

# Thriving people

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