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## Mental Health in The Workplace Policy:

A mentally healthy workplace is one where employees and management collaborate to protect and promote the health, safety and wellbeing of all. Establishing and maintaining a mentally healthy workplace involves continually monitoring health, safety and wellbeing concerns in and due to, the working environment. MCC recognises that mental health is as important as physical wellbeing.

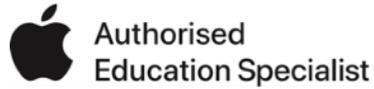
MCC takes its responsibility towards mental health very seriously and is committed to identifying any issues as soon as possible and working with the individuals to resolve them. It strives to maintain a healthy environment that employees feel comfortable, safe and happy to work in and will fully support all employees faced with mental health issues.

As well as being the right thing to do, it also makes sound business sense as having a happier, mentally healthy workforce has many benefits for employees and the company as a whole. These include but are not limited to:

- **Increased productivity:** Employees with good mental health are likely to engage more with their work and collaborate more with their colleagues.
- **Higher retention rates:** Happy employees who aren't suffering with workplace stress are less likely to leave. This can also help to improve MCCs reputation as an employer when recruiting new staff.
- **Improved work-life balance:** If MCC promotes good mental health and encourages flexible working, all employees will experience a better work-life balance, which in turn should lead to reduced absenteeism.

Promoting awareness about the issue is a huge step towards ending the associated stigmas and creating a mentally healthy working environment . With this in mind MCC aims to host informal mental health information sessions in order to help employees and managers understand the various elements of mental health and provide insight on how to help anyone who might be suffering. MCC will also ensure that at least two senior managers have had some mental health training so that they are able to spot early signs of problems and help those who need support.

MCC will also provide an array of resources to ensure employees are signposted to relevant information sites and support literature and so ensuring employees



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know how to help themselves as well as being aware of how to help colleagues in need.

MCC will at all times encourage open communication with employees and where needed will hold regular support sessions. MCC will also encourage managers to lead by example and openly discuss their issues and experiences. This will hopefully break down the stigma of mental health and allow employees to see that it's okay to discuss such problems at work.