

Health & Wellbeing Statement

1. Our Commitment

We believe that the health, wellbeing and engagement of our people are fundamental to the success of our business. We are committed to creating a working environment that supports both physical and mental wellbeing, enabling employees to perform at their best, achieve a healthy work-life balance and feel valued, supported and respected throughout their career with Venesky Brown. We recognise that work can have a significant impact on wellbeing and are committed to ensuring that impact is positive wherever possible.

2. Creating a Positive Workplace Culture

We aim to foster a culture built on trust, support, inclusion and mutual respect. We believe that employees should feel empowered to contribute ideas, influence how they work and access opportunities to develop their skills and careers. Open communication, strong leadership and meaningful employee engagement help create an environment where people can thrive both professionally and personally.

3. Supporting Mental Health and Wellbeing

We recognise the importance of mental wellbeing and are committed to creating a workplace where individuals feel comfortable seeking support when needed. Through awareness initiatives, wellbeing programmes and access to specialist resources, we encourage open conversations about mental health and help reduce stigma. We also recognise workplace stress as an important health and safety consideration and seek to identify and address factors that may negatively impact wellbeing.

4. Health, Wellbeing and Employee Support

Our wellbeing approach includes access to a range of support services designed to help employees maintain their health and wellbeing. This includes occupational health support, employee assistance services, wellbeing initiatives and access to health-related benefits. We encourage healthy lifestyles, physical activity and positive wellbeing habits through a range of activities and initiatives that support both physical and mental health.

5. Flexible Working and Work-Life Balance

We recognise that achieving a healthy work-life balance is important to overall wellbeing. Through flexible and hybrid working arrangements, supportive management practices and realistic workload expectations, we seek to create an environment where employees can balance personal and professional commitments. We encourage employees to take appropriate breaks, utilise annual leave and discuss any concerns regarding workload or wellbeing at an early stage.

6. Training, Monitoring and Continuous Improvement

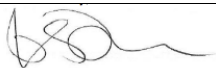
We invest in training and awareness initiatives to help employees and managers understand wellbeing challenges and recognise when support may be needed. This includes Mental Health First Aid training and wellbeing-focused workshops that promote awareness, resilience and positive health outcomes. We regularly review wellbeing data, employee feedback and organisational trends to identify opportunities for improvement and strengthen our approach.

7. Supporting Our Supply Chain and Communities

Our commitment to health and wellbeing extends beyond our own workforce. We encourage responsible wellbeing practices throughout our supply chain and seek to work with organisations that share our commitment to supporting the health, safety and wellbeing of their people. Through collaboration and engagement, we aim to promote positive wellbeing outcomes across the sectors and communities in which we operate

8. Looking Ahead

Venesky Brown is committed to creating a workplace where people feel supported, respected and empowered to succeed. By investing in wellbeing, encouraging open communication and continually improving our practices, we aim to create a positive and inclusive working environment that supports long-term health, engagement and success for our employees and stakeholders.

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