



Mental Health & Wellbeing Statement

Policy owner/ issued by	Approved by	Date issued/ reviewed	Effective from	Next review	Next independent review
HR	Chief HR Officer	Dec 2023	January 2024	April 2025	2025

At Coats we are committed to supporting the mental health and wellbeing of all of our workers (permanent, temporary, contingent workers), at every stage in their career globally. This includes all our divisions, corporate location and every site Coats (location/partnership) operates in the world and with suppliers where possible.

This policy statement outlines our intent and commitment to extend good work principles and prevent mental ill health by creating a positive work environment. We address mental ill health among all our workers and support a good work environment where all workers feel healthy, safe and valued. It is the responsibility of everyone at Coats to support in making Coats a workplace where everyone feels supported and enabled to proactively protect their mental health and wellbeing. We recognise that mental ill health can have multiple causes and that work-related issues can play a role in provoking or contributing to mental ill health.

Coats is committed to:

- Treating mental ill health seriously
- Promoting an environment where open communication on mental health issues is possible
- Identifying workplace issues proactively and addressing them
- Providing Managers with the training and support to recognise and support team members who are suffering from mental ill health
- Communicate and engage programs, Energy 4 Performance to support individuals with mental wellbeing for all employees, temporary and contingent workers
- Supporting workers who face mental health challenges
- Treating workers suffering from mental ill health fairly and without discrimination
- Creating safe workplaces in collaboration with managers, workers, unions and health experts
- Storing any medical data shared in line with local data protection practices

To support the achievement of these commitments, Coats has set the following objectives:

- The regular review of our mental health and wellbeing processes
- The promotion of an open culture of mental health, led by our leadership team and all people managers
- Facilitate regular global and local training sessions for all people leaders
- Promoting the mental health tools and support structures we already have in place
- Implement policies in alignment with good work principles to ensure a safe work place, ex Non-harassment, anti-bullying and fair pay in the workplace
- Communicate and support the connection of physical, social, emotional and financial wellbeing can impact the mental health of an individual
- Apply all good work principles and support mental wellbeing throughout the entire employee lifecycle
- Engagement surveys to garner feedback on the processes we have in place and how we can improve them

Coats understands that our workers mental and physical wellbeing can be affected by their working conditions and commits to ensuring that all of our workers are able to work in healthy, supportive conditions. This commitment aligns with our policies on Equal Opportunities, Harassment, Bullying & Discrimination, Health & Safety and Flexible Working. If you have any question.