



Mental Health & Wellbeing Statement

Policy owner/ issued by	Approved by	Date issued/ reviewed	Effective from	Next review
Chief People Officer	Chief People Officer	July 2026	July 2026	July 2027

Purpose

At Coats, we support the mental health and wellbeing of all workers, permanent, temporary and contingent, throughout their careers globally. We aim to prevent and address poor mental health and to create a workplace where people feel safe, respected and able to perform at their best. We treat mental health with the same importance as physical health.

Our Approach

Mental health is a shared responsibility. It is influenced by both personal and work-related factors. We recognise that healthy working environments play an important role in supporting wellbeing, engagement and performance.

We are committed to promoting psychological safety, fair treatment, employee voice, manageable workloads and flexibility where operationally feasible, while seeking to identify and address workplace and psychosocial factors that may impact mental health and wellbeing. We recognise that flexibility can help support work-life balance, wellbeing and positive mental health

Through awareness, early intervention and supportive leadership, we encourage open dialogue, reduce risk and provide timely support when needed. We treat mental health as a health and safety priority and as an important component of creating healthy, safe, inclusive and supportive workplaces.

Inclusion and Respect

We are committed to fostering an inclusive and respectful workplace where all individuals are treated with dignity and without discrimination.

We recognise the strong relationship between diversity, equity, inclusion and belonging, psychological safety and positive mental health outcomes. Inclusive workplaces help people feel valued, respected and able to contribute fully, supporting wellbeing, engagement and a positive employee experience



Our Commitments

We will:

- Treat mental health concerns with seriousness, sensitivity and respect.
- Encourage open, honest and constructive conversations about mental health.
- Identify and address workplace factors that may negatively impact mental health and wellbeing.
- Support individuals experiencing mental health challenges through appropriate workplace adjustments.
- Equip managers through training to recognise, respond to and support mental health concerns effectively.
- Work collaboratively to maintain healthy, safe and supportive workplaces.
- Promote awareness, understanding and early intervention.
- Protect personal and medical information in line with applicable privacy and data protection laws.
- Promote access to support and resources that enable recovery, resilience and wellbeing.

Lifecycle, Governance and Delivery

We support mental health throughout the employee lifecycle, from recruitment and onboarding to development, career transitions, return-to-work and exit. We are committed to creating an environment where people feel able to seek support and where appropriate workplace adjustments can be considered when needed.

The Board and Executive Leadership Team oversee workplace mental health and wellbeing, with day-to-day responsibility shared between by Human Resources, Health & Safety and people managers. We actively gather employee feedback, review wellbeing indicators and use it to help shape our approach, while delivering wellbeing programmes locally to meet the diverse needs of our workforce.

Support and Continuous Improvement

We provide access to support, training and awareness initiatives that promote wellbeing, reduce stigma and encourage early intervention. We also work with external wellbeing and mental health specialists to strengthen our approach and ensure support remains effective and relevant.

We regularly review employee feedback, programme outcomes and wellbeing indicators to assess effectiveness, measure progress and continuously improve our approach, ensuring it remains aligned with evolving good practice and the needs of our workforce.

We review this statement regularly to ensure it remains relevant, effective and aligned with our commitment to supporting mental health and wellbeing across Coats.