

MENTAL HEALTH AND WELLBEING POLICY

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Version	Date	Amendment History
V01	April 2017	Document creation & draft
V02	April 2018	Revision & reflect move to St Andrews
V03	June 2022	Revision & rebranding and move to Dashwood House

1. Introduction

The purpose of the policy is for Moorhouse to establish, promote and maintain the health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own health and wellbeing.

We have all chosen the consulting profession for different reasons. Consulting provides a varied, stimulating career, the opportunity to develop a wealth of transferrable skills, and exposure to very senior clients in industry leading organisations. With this opportunity comes challenges. Our clients rightly have high expectations on us, we may need to work long hours or stay away from home, and some of our clients themselves are under real pressure which sometimes spills over into our work.

Moorhouse believes that the mental health and wellbeing of our staff is key to organisational success and sustainability. The Health & Wellbeing Quad has been established to raise the profile of health and wellbeing and focus on the actions needed to make this a real differentiator for Moorhouse.

This policy applies to all employees of Moorhouse, including Associates and temporary workers.

2. Goals

Moorhouse will:

- Increase our own knowledge on Health & Wellbeing so we can distill relevant information and prioritise the right activities for Moorhouse.
- Set Health & Wellbeing targets and using internal insight, external awards and accreditations to measure and demonstrate progress.



- Create a healthy environment and provide the support required for individuals and teams to maximise performance in a sustainable way.
- Create a regular and inclusive drumbeat of communication and activities to embed Health & Wellbeing at the heart of our culture.
- Partner with internal and external experts to explore what Health & Wellbeing can mean and how best to deliver value to Moorhouse and the broader market.

3. Responsibility

All employees are encouraged to:

- Understand this policy and seek clarification from a member of the People and Talent Team or the Health & Wellbeing Quad where required.
- Consider this policy while completing work-related duties and at any time while representing Moorhouse.
- Support fellow employees in their awareness of this policy.
- Support and contribute to Moorhouse's aim of providing a healthy and supportive environment for all employees.

All employees have a responsibility to:

- Take reasonable care of their own mental health and wellbeing, including physical health.
- Take reasonable care that their actions do not affect the health and wellbeing of other people in the workplace.

Engagement and Talent Leads have a responsibility to:

- Ensure that all staff are made aware of this policy.
- Actively support and contribute to the implementation of this policy, including its goals.

4. Communication

Moorhouse will ensure that:

- All employees receive a copy of this policy during the induction process.
- This policy is easily accessible by all employees of Moorhouse.
- Employees are informed when a particular activity aligns with this policy.
- Employees are empowered to actively contribute and provide feedback to this policy.
- Employees are notified of all changes to this policy.

5. Monitoring and Review

Moorhouse will review this policy twelve months after implementation and annually



thereafter.

Effectiveness of this policy will be assessed through:

- Insight from internal and external surveys, such as Britain's Healthiest Workplace and Moorhouse Health & Wellbeing Survey.
- Feedback from employees, the Health & Wellbeing Quad and the People and Talent Team.
- Review of this policy by the Health & Wellbeing Quad to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

