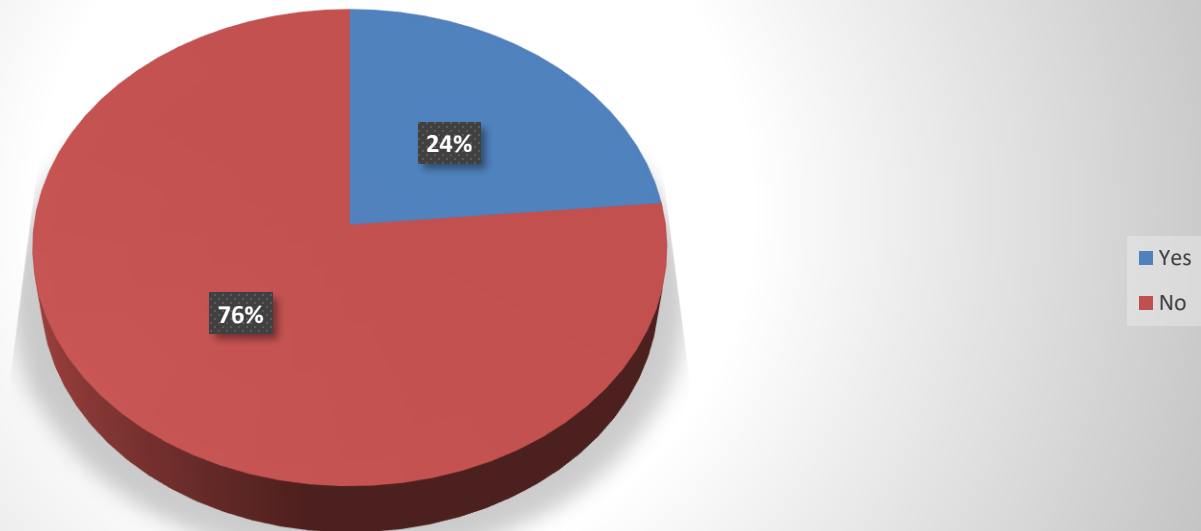


Mental Health in Maritime Survey Benchmark Results December 2020

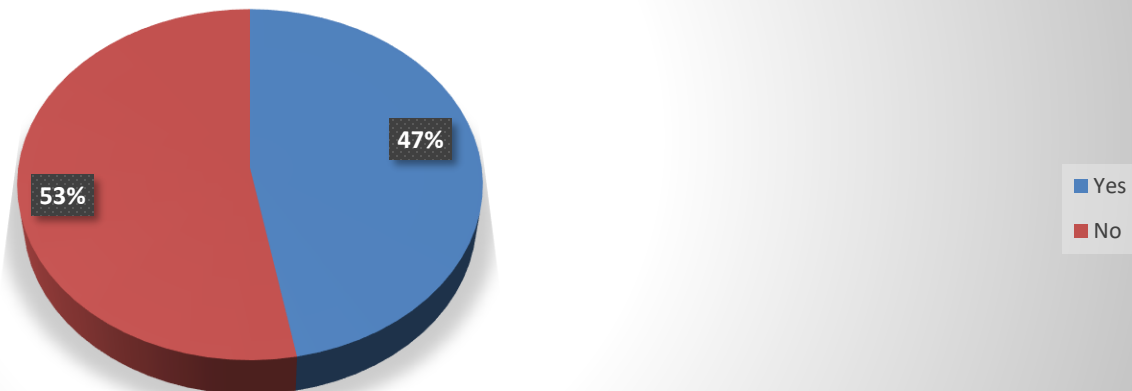
Core Standard 1: Does your organisation produce, implement and communicate a mental health at work plan? This will include a strategy document or pledge, how senior leaders will get involved, how you will raise awareness to everyone working across the company, how you will involve staff in dialogue and decision making to create a culture of openness and trust, how you will promote a healthy work / life balance, how you will provide opportunities for learning and development and how you will offer positive working environments and social connections.

Core Standard 1: Does your organisation produce, implement and communicate a mental health at work plan?



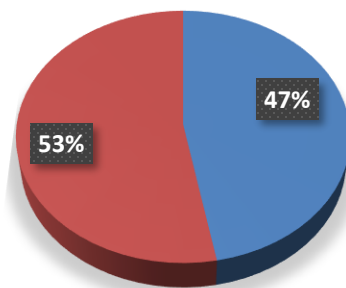
Core Standard 2: Has your organisation started to develop mental health awareness among employees? This will include embedding mental health in your induction and training, ensuring your employees are given information on how best to manage mental health and what support is available. Consideration should be given to raising the profile of mental health through innovative ways; using a speaker on mental health or having a senior leader talk about their experience helps to break down the stigma. You will use many channels of communication to raise awareness including discussion groups, social media, blogs, and factsheets for managers and useful external resources.

Core Standard 2: Has your organisation started to develop mental health awareness among employees?



Core Standard 3: Does your organisation encourage open conversations about mental health and the support available when employees are struggling? Disclosure and open conversations around mental health need to be encouraged at all stages of the employee journey starting with recruitment. You will communicate your commitment to equal opportunities during the recruitment process and ensure candidates are not discriminated against at any stage. During induction employees will be made aware of the mental health support available to them. If disclosure is made managers should be equipped to have effective conversations and offer/seek support. You will have an absence management policy with emphasis on supporting employees with mental health problems with adjustments if required.

Core Standard 3: Does your organisation encourage open conversations about mental health and the support available when employees are struggling?



■ Yes
■ No

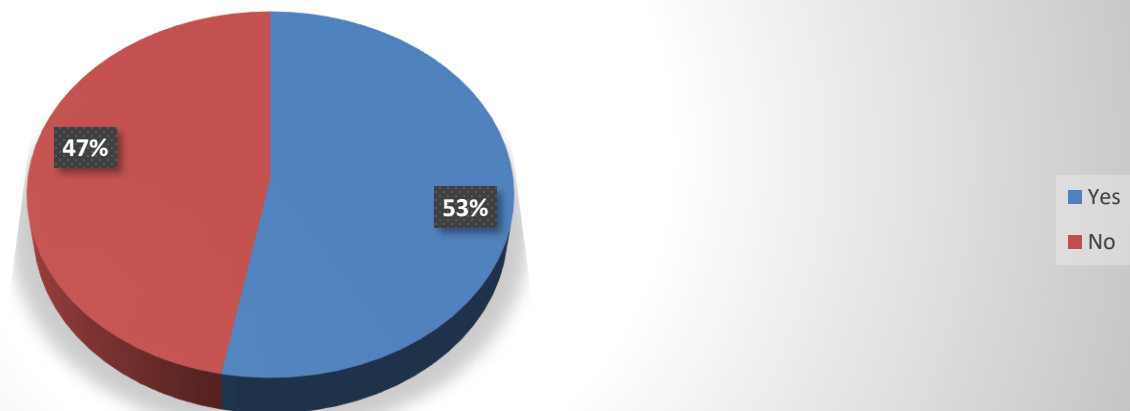
Core Standard 4: Does your organisation provide your employees with good working conditions and ensure they have a healthy work life balance and opportunities for development? You will encourage and facilitate a culture where people have some control over their work, build social networks, have a healthy work/life balance and readily have opportunities to develop. Managers will be supported and trained in how to support employee health and wellbeing at work. Flexible working, avoiding long hours, encouraging lunch breaks away from the desk and taking regular annual leave are all things that should be encouraged by managers.

Core Standard 4: Does your organisation provide your employees with good working conditions and ensure they have a healthy work life balance and opportunities for development?



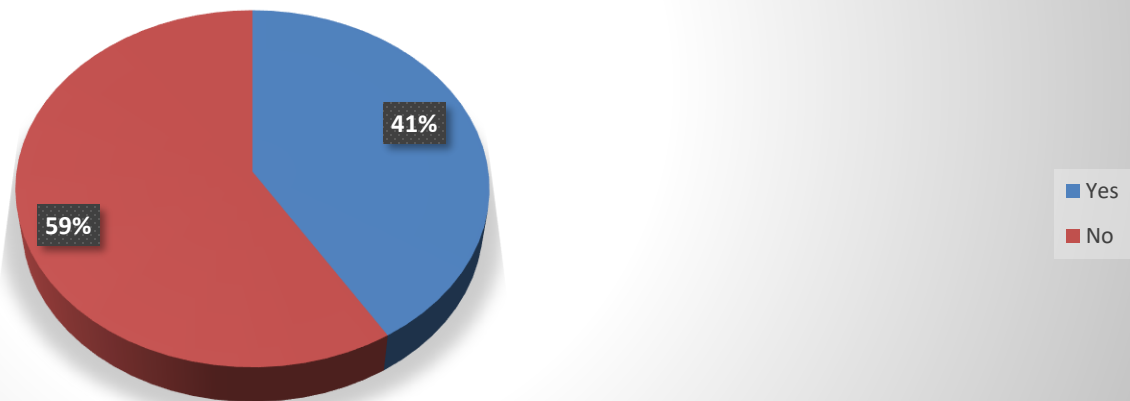
Core Standard 5: Does your organisation promote effective people management through line managers and supervisors? Your line managers will be competent in managing common health problems within their team; they will have active conversations and know where to refer for additional support. You will train managers to take simple steps to support their staff; encouraging open conversations about mental health through team meetings and regular catch-ups. Managers will be supported in setting clear priorities, celebrating successes and involving staff in decision making.

Core Standard 5: Does your organisation promote effective people management through line managers and supervisors?



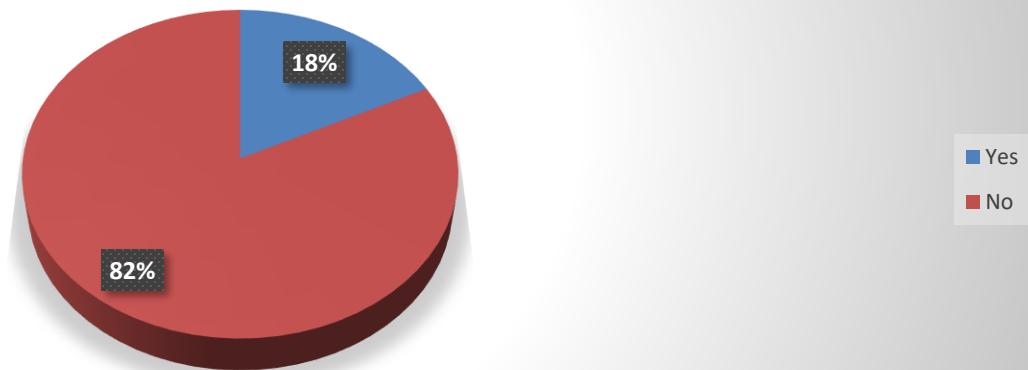
Core Standard 6: Does your organisation routinely monitor employee mental health and wellbeing? Developing a clear picture of the mental health of your organisation helps you understand what affects staff's mental wellbeing and how well you're supporting them. Your organisation will undertake staff surveys and audits to ask about employee perception of health, wellbeing and mental health.

Core Standard 6: Does your organisation routinely monitor employee mental health and wellbeing?



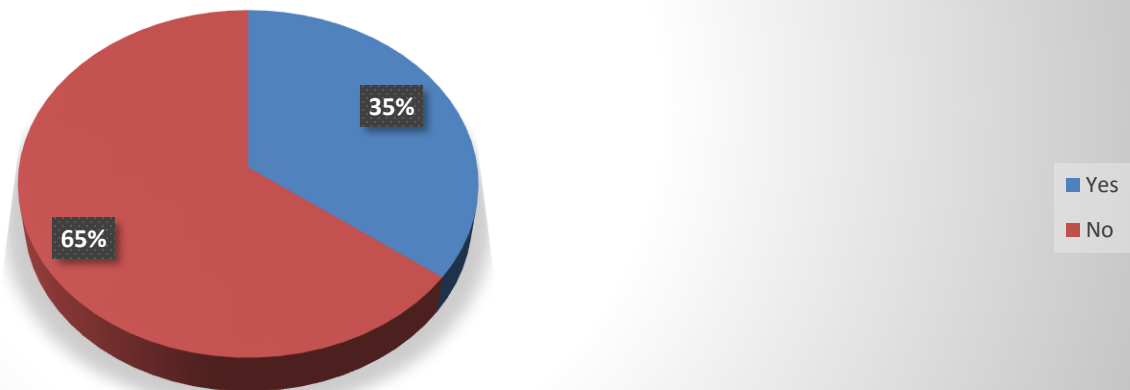
Enhanced Standard 1: Does your organisation report on health and wellbeing; specifically impact and outcomes? You will understand the impact of mental health on your organisation by using various forms of data including sickness absence records, Occupational Health referral data, staff surveys, appraisals, mental health indexes. You will monitor this on a monthly and annual basis in order to review the impact of your mental health plan and the associated costs to the business. You will participate in an annual survey or report, e.g. Mind Workplace Wellbeing Index.

Enhanced Standard 1: Does your organisation report on health and wellbeing; specifically impact and outcomes?



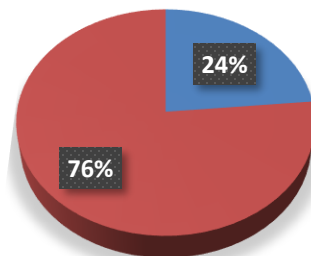
Enhanced Standard 2: Does your organisation have a health and wellbeing lead at Board or Senior Leadership level, with clear reporting duties and responsibilities? A member of the senior leadership in Human Resources or Health & Safety team will be accountable for leading on your mental health plan for the business. Senior leaders should all be accountable for adopting the mental health core and enhanced standards in their teams and be measured on sickness absence, Occupational Health referrals and take-up of Employee Assistance Programmes.

Enhanced Standard 2: Does your organisation have a health and wellbeing lead at Board or Senior Leadership level, with clear reporting duties and responsibilities



Enhanced Standard 3: Does your organisation encourage openness around health during recruitment, emphasising why information is required and having support in place to facilitate a good response following disclosure? Core standard three emphasises that it is important to be open about mental health. In order to build employee confidence around how information they share will be used when talking about their mental health, policies must be clear and fair to avoid discouraging them from sharing sensitive issues. You should explain why people are being asked to share information about mental health problems and what will happen with that information. There should be a clear process for employees being able to request any personal and medical information the organisation holds on them.

Enhanced Standard 3: Does your organisation encourage openness around health during recruitment, emphasising why information is required and having support in place to facilitate a good response following disclosure?

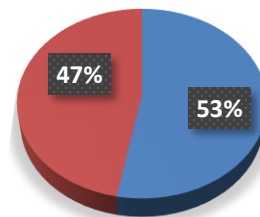


■ Yes

■ No

Enhanced Standard 4: Does your organisation provide tailored in-house mental health support and signposting to clinical help including Mental Health First Aiders, Occupational Health and Employee Assistance Programmes? Your organisation mental health at work plan (from core standard one) will detail internal and external support that is available for those with mental health concerns. The types of support available could include access to counselling through Access to Work, Occupational Health, Employee Assistance Programmes and Cognitive Behavioural Therapy as well as other tailored mental health and wellbeing support. Larger employers will extend support to smaller organisations in their supply chain to help them improve the mental health of their employees. Managers and Mental Health First Aiders will have suitable resources to sign post those with mental health concerns to the relevant support services.

Enhanced Standard 4: Does your organisation provide tailored in-house mental health support and signposting to clinical help including Mental Health First Aiders, Occupational Health and Employee Assistance Programmes?



■ Yes
■ No