




## **Occupational Health Policy**

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## Document Control Sheet

### Version History

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### Approvals

Version	Prepared by	Approved by
2.0	Name: Patricia Rogers Role: HR Manager Date: 13/06/2025	Name: Simon Blair Role: CEO Date: 20/06/2025

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## Contents

1	Policy Statement .....	3
2	Stress Management & Mental Health .....	3
3	Review of Policy & Procedures .....	4

## 1 Policy Statement

This policy demonstrates the commitment D2 Global (the company) has made to provide a safe and healthy environment for work and study in accordance with the Occupational Health and Safety Act (2004).

D2 Global is committed to providing staff, employees, contractors, and visitors with a healthy and safe environment. As a company we strive to fully integrate health and safety into all aspects of its activities through a process of continuous improvement. Our principal goal is to improve health and safety and to prevent workplace injuries. We recognise our responsibility to provide staff and all concerned with appropriate health and safety knowledge for application during their employment.

This will be achieved by:

- Implementing and maintaining a systematic management of health and safety throughout all aspects of D2 Global, controlled entities and compliance with legal and other requirements.
- Setting measurable objectives and targets aimed at controlling higher risk activities and increasing awareness of health and safety.
- Ensuring that employees have access to occupational health advisors should circumstances and health change.

## 2 Stress Management & Mental Health

Work-related stress is a major cause of occupational ill health leading to sickness absence, high staff turnover and poor performance. As part of this policy, we are committed in our support and our focus on recognising and acknowledging the signs of stress. We take a proactive and preventative approach, raising awareness of the signs of stress and highlighting the importance of reducing unnecessary levels of work related pressures which can result in stress

### Definition of stress

The Health and Safety Executive define stress as “the adverse reaction people have to excessive pressure or other types of demand placed on them”. This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health.

To help eliminate stress D2 Global will implement the following controls:

- Stress awareness training will be provided for all managers and supervisory staff.
- The company will provide confidential counselling for staff affected by stress or mental health issues caused by either work or external factors.
- The company will provide adequate resources in the form of trained mental health first aiders and an employee assistance programme.
- Employees fatigue along with workloads will be monitored to ensure that people are not overloaded.
- All Managers will ensure that bullying and harassment is not tolerated within the workplace.

- Managers will be vigilant and offer additional support to a member of staff who is experiencing stress outside work e.g. bereavement or separation
- Support will be given to individuals who have been off sick with stress to help with a planned return to work.

### **3 Review of Policy & Procedures**

This policy along with corresponding procedures will be reviewed at regularly intervals for its effective-ness and compliance will be monitored through regular audits of the company's activities.