

## MENTAL HEALTH POLICY STATEMENT

---

Athena Professional Technical Services (Athena PTS) Limited was formed in 2011 and is an independent privately-owned company providing electrical engineering services offering electrical advisory, design consultancy, project support, installation, contracting, and operation and maintenance services.

As part of its commitment to the wellbeing of employees and high standards of Corporate Governance, Athena PTS is committed to promoting positive mental health within the workplace and supporting employees.

In particular Athena PTS will:

- raise awareness of mental health within the workplace via promotional campaigns and direct communications
- train dedicated Mental Health first aiders (MHFA) to provide front line support
- undertake a mental health risk assessment and ensure control measures are established and maintained.
- provide employees access to a MHFA and 3<sup>rd</sup> party support if required
- provide non-judgemental and proactive support to staff experiencing mental ill health
- ensure that people that have or are suffering from mental health issues are not discriminated against

This policy will be reviewed annually and has been communicated to all applicable persons working for and on behalf of Athena PTS and is available to all interested parties through the company website.



.....  
Neil Smith – Director



.....  
Mark Skeels – Director



.....  
David Shawcross – Director



.....  
Keith Bennett – Director

Date of Last Review: 1st September 2025