

Our Wellbeing Charter



We want all our employees to be happy, healthy and engaged at work

We will achieve this by focusing on:

Better Work:

We recognise the importance of creating a happy and engaging workplace and to achieve this we need to respect both personal and work ambitions when planning for our future.

Better Relationships:

Strong relationships are key to the happiness, success and fulfilment in both our personal and professional lives. We will do all we can to support and promote relationships for everyone impacted by our business. We will seek to promote more active involvement in the communities within which we work. We will improve the quality of communication across our business focused on quality and timing as opposed to volume.

Better Specialist Support:

We will increase the emphasis we place on the health element of health and safety ensuring we provide a working environment, advice and support to promote personal wellbeing.

Better Physical and Psychological Health:

We will provide an environment that promotes a healthier lifestyle

Working Well:

We will work harder as a leadership team to develop a more effective and meaningful means of engagement with you as individuals and teams. Your wellbeing will receive the same focus going forward as your safety has always received when planning and managing the business.

All of the above represent a significant cultural change for our business and the reality is that we will not change overnight. We have now started our wellbeing journey and we will work with each of you going forward to increasingly embed a wellbeing approach at the core of our culture and as we progress we will seek input and feedback from each of you as to how we are doing and what direction we should be taking forward.

We look forward to your support.

Paul Bresnan

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