

New Red Planet Wellbeing Policy

New Red Planet is committed to fostering a safe, respectful, and supportive working environment for everyone who performs work on our behalf, including contractors, consultants, freelancers, agency workers, and subcontractors.

Although contractors are not always employees, we recognise that wellbeing contributes to safe working practices, quality of work, positive working relationships, and successful project delivery. We are committed to promoting physical health, mental wellbeing, and psychological safety while respecting the independent status of contractors.

The purpose of this policy is to:

- Promote a culture that values wellbeing.
- Support contractors in maintaining their physical and mental health while undertaking work.
- Encourage early communication where wellbeing may affect work performance or safety.
- Reduce risks associated with work-related stress and fatigue.
- Ensure contractors understand the wellbeing support available while working with us.

Mental Health and Wellbeing

We aim to foster respectful communication, set realistic expectations where possible, encourage balanced workloads, promote professional behaviour, and respond appropriately when wellbeing concerns are raised. Contractors are encouraged to discuss any significant wellbeing concerns with their contract manager. Information shared will be treated sensitively and confidentially where appropriate.

Working Hours and Fatigue

Contractors and subcontractors are encouraged to manage working hours responsibly, take suitable breaks, avoid excessive consecutive working hours, and inform their contract manager if fatigue may affect safe performance. Where work schedules are controlled by the organisation, reasonable consideration will be given to preventing excessive working hours.

Respectful Workplace

We are committed to maintaining a workplace free from bullying, harassment, victimisation, discrimination, and intimidation. All contractors are expected to behave professionally and respectfully. Concerns should be reported to the designated contract manager.

Communication and Support

Contractors and subcontractors should know their primary point of contact. Support may include regular check-ins, clarification of work expectations, discussion of workload concerns, access to wellbeing information, and signposting to external support services where appropriate.

Confidentiality

Wellbeing information shared by contractors and sub-contractors will be handled sensitively and only shared where necessary to protect health and safety, comply with legal obligations, or with the contractor's consent where appropriate.

External Support

Where appropriate, contractors may access support through their GP, occupational health provider (where applicable), mental health charities, professional counselling services, or industry support organisations.

You can contact Lighthouse Charity on <https://lighthousecharity.org/contact-us/> for further support if necessary.

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