Mental Health and Wellbeing

At iM2, our vision is to protect and promote the mental health and wellbeing of our employees and foster an inclusive and positive workplace that is welcoming to all. We are committed to creating and maintaining an environment founded on dignity, mutual respect, co-operation, and trust.

We recognise that mental health is a vital part of an individual's overall wellbeing and plays a crucial role in employee engagement, satisfaction, and productivity. Our goal is to ensure that no employee experiences harm, whether physical or psychological, as a result of their work. We are committed to fostering an open and supportive culture where mental health concerns can be discussed freely and with confidence.

This policy aims to establish the framework through which we will support and promote mental wellbeing for all employees. In addition, it seeks to raise awareness and address the perceived stigma of poor mental health at work. We are committed to ensuring anyone experiencing mental health issues is supported properly and treated with respect, confidentiality, and without discrimination.

Employees will be consulted in the development and implementation of this policy, as well as in initiatives designed to manage psychosocial risks across the organisation.

This policy applies to the entire organisation including employees and third-party contract staff. It should be used in conjunction with all other company policies and referred to when dealing with any other element of company operations.

Ian Whiting
Co-Founder & Director
30th January 2026

Mark Sullivan
Co-Founder & Director
30th January 2026

Signed versions available upon request