



Mental Health Values at Lifft

We Put People First

We recognise that good mental health is just as important as physical health. We are committed to creating a safe, supportive environment where colleagues feel valued, respected, and able to seek help when they need it.

We Encourage Open Conversations

We foster a culture where staff feel comfortable speaking openly about their wellbeing without fear of judgement. No one should feel they have to struggle alone.

We Support One Another

We believe that supporting colleagues is everyone's responsibility. We encourage kindness, empathy, teamwork, and checking in with one another both professionally and personally.

We Act When Support Is Needed

We take concerns regarding mental health seriously and encourage staff to seek support early. Managers will listen, support, and signpost colleagues to appropriate resources where required.

Lifft Pledge

WE SEE YOU. WE HEAR YOU. WE SUPPORT YOU.

At Lifft, we are committed to creating a workplace where every colleague feels valued, respected, and supported. We encourage open conversations, promote understanding, and believe that looking after our people is everyone's responsibility.

No one should ever feel they have to struggle alone.

Here to Support You

If you need a confidential chat, guidance on available resources, or just someone to listen, please reach out to our Mental Health First Aiders:

- **Shannan Paterson:** 07929 564218 / Shannan@lifftgroup.co.uk
- **Neil Brown:** 07395 034940 / Neil.Brown@petersmythe.co.uk

Beyond our internal team, all employees can access the Westfield Health Plan for additional mental health support and professional counselling. You can find all plan documents on The Hub under The Lifft Group → HR Management System → Company Policy & Benefits.