**Together in Safety mental health and wellbeing statement**

Together in Safety is passionate about providing an environment for our seafarers where they can work and live safely and feel supported at all times.

It is well understood that seafarers are exposed to an environment where mental health and wellbeing needs and the required support are somewhat different to many other industries.

Our objective therefore is to encourage ship owners and operators to recognise this and take mental health and wellbeing into consideration through adoption of the following guiding principles:

**Promote Good Mental Health & Wellbeing**

1. Show visible leadership in how to support each other with the recognition that we all may struggle to maintain our own mental health and wellbeing.
2. Develop a culture which recognises the need to take care of each other, where everyone feels safe to speak up without fear of negative consequence.
3. Raise awareness of the importance of mental health and wellbeing and encourage staff to participate in training and engagement.
4. Ensure the policies, procedures and structures are in place to promote and protect good mental health and wellbeing, and ensure all staff know the details of the support services available to them.
5. Ensure that support and guidance continues to be promoted as staff progress in their careers, recognising potential additional pressures as they move up the ranks.
6. Acknowledge how modern pressures of working at sea can affect everyone.
7. Regularly monitor employee happiness and engage with staff about any improvements that could be made.

**Provide Access to Professional Support**

1. Ensure all staff know how to reach out to somebody they may be concerned about and where to seek guidance if they believe someone may be in need of support.