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KEY POINTS



- Background.
- Our experience.
- Key achievements.
- Currently.
- Next steps.
- Conclusions & recommendations.



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BACKGROUND



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MENTAL HEALTH IN AVIATION



Germanwings crash and Pandemic, put mental health on the agenda as a major issue.

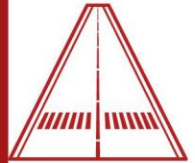


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MENTAL HEALTH POLICY



•It should be noted that GHC has been one of the pioneers in developing a mental health policy since 2020, being this the platform for the take-off of the activities that are being carried out.



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MENTAL HEALTH POLICY



GULF HELICOPTERS MENTAL HEALTH POLICY

Gulf Helicopters company considers the introduction and implementation of a mental health policy as a major step for forming a working environment where the mental health of its employees, similarly to the physical health, is valued, promoted and protected.

The purpose of the policy is to establish and maintain a workplace environment that promotes and protects the mental health and well-being of its employees. Furthermore, the policy aims to gain awareness of the mental health of the personnel and establish a model of action so as performance to be optimized and safety to be enriched.

The mental health policy applies to all employees of the Gulf Helicopters company and it is considered to be the milestone for further organizational efficiency and development.

It is of great significance that the policy comes with the full commitment and involvement of all levels of management as well as from all employees.

The most important objective of the mental health policy is the organizational improvement of Gulf Helicopters company towards safety. The attention will be focused on the proactive use of human factor, as the most unpredictable one of all operations. A risk factor concerning human involvement must be early detected, appreciated and safely managed.

The Human Resources department will be responsible for developing and implementing an optimal mental health policy in the best possible way to serve the employees and the company. Furthermore, HR department will be the one to evaluate the policy and to provide feedback regarding the outcomes, the positive effects and the corrective actions that must be forwarded.

The guidelines for all actions on the part of Gulf Helicopters management will be confidentiality, privacy and security, while the objectives of the policy are:

- to gain awareness of what mental disorders are,
- to eliminate stigma and discrimination where misjudgment and negative criticism will not be tolerated,
- to help employees connect with resources that are the suitable ones of what they might be facing,
- to support employees, if possible to continue their career,
- performance to be optimized and safety to be enriched.

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Regarding employees, Gulf Helicopters company, following the principles of Safety Management has set clear expectations regarding professional attitudes and behavior. Within the just culture working environment, employees are encouraged to be open and provide important safety related information. The action of reporting is valued as an action of trust towards organization that the information provided will be used in the best possible way.

Forming a healthy workplace is a continuous process, where constant attention, evaluation and corrective actions are needed in order to maintain healthy. No action within the company can be effectively achieved without communication and collaboration between relevant parties. Feedback is necessary on the action that has been taken in order to develop, support, implement and evaluate the mental policy project. Actions that were taken must be subjected to open communication and to be evaluated whether they proved to be effective or not. The evaluation of the program is planned to be annual and feedback will be provided for its evaluation.

We encourage all parties of this company to support the implementation of mental health policy as a proof of how much we value our workforce's contribution to company's development and progress towards optimal performance.


Mohd Al Hail
Acting Chief Executive Officer

04th September 2024



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MENTAL HEALTH



- Psychological wellbeing.
- Coping mechanisms.
- Social interaction.

OK ✓



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OUR EXPERIENCE

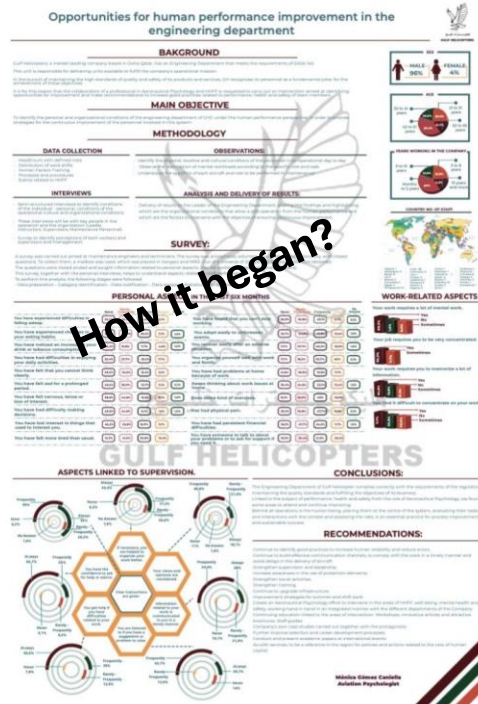


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STUDY CASE



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December 2023
to
March 2024



MEETING WITH MANAGERS TO DEFINE:

- What are our problems/goals?.
- What do we want to measure?.
- What do we want to implement?.



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OUR PURPOSE



Was oriented to strengthen the mental health, wellbeing, and safety culture of the Company's staff, having as a fundamental pillar, the quality processes and the mental health policy of GHC.



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THE MAIN OBJECTIVE



- To generate confidence, trust and decrease the stigma.
- How?: Generating evidence to respond to the improvement needs detected.
- Preventive and proactive approach.



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OUR INTEGRAL STRATEGY



Researching, informing, training, providing tools, and empowering human capital to join efforts and generate promoters of our work philosophy.



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KEY ACHIEVEMENTS

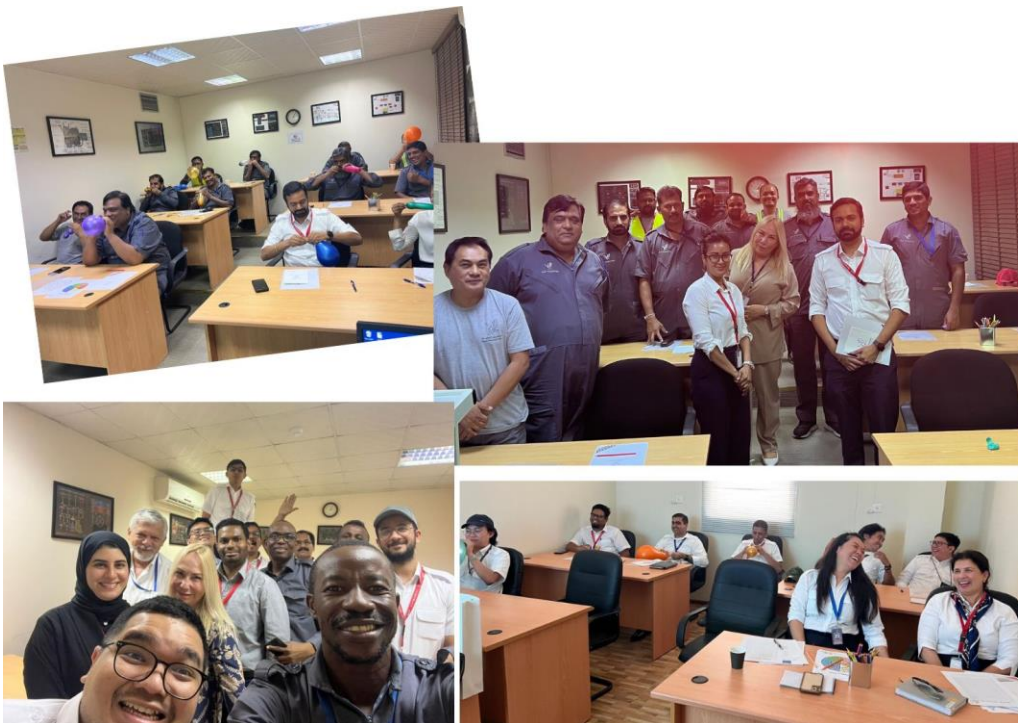


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TRAINING SESIONS



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CONTINUING EDUCATION



GRATITUDE AND WELLBEING

BREATHING AND WELLBEING

EMOTIONS AND WELLBEING

WEEKLY

Empower, Educate, Eradicate.

to "turn off our emotions or let nothing affect us", to manage our stress so that the stress does not manage us.

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WORLD MENTAL HEALTH DAY



BOARDING PASS

GHC

Aviation Psychologist
HMF Office.

TIME:
7 am to 16 pm

WMHD
(WORLD MENTAL HEALTH DAY)

DATE:
October 10th

COMPANY:
GULF HELICOPTERS

INFORMATION:
MONICA.CANIELLA@GULFHELICOPTERS.COM

HOW TO IMPROVE MENTAL WELLBEING

PRACTICE SELF-CARE

Regularly engage in activities that you enjoy and help you relax, such as hobbies, exercise, and getting enough rest.

MAINTAIN SOCIAL CONNECTIONS

Foster relationships with family and friends. Spending time with loved ones can boost emotional well-being.

MANAGE STRESS

Develop effective stress management techniques such as mindfulness, meditation, or deep-breathing exercises.

SEEK SUPPORT

Reach out to family, friends, or mental health professionals for support whenever you feel it's necessary.

"World mental health day"

0000 OCTOBER 10

Your mental health matters us.

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CURRENTLY



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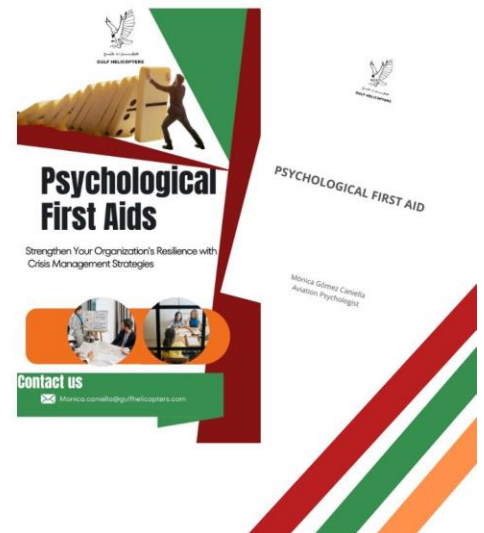
CURRENTLY

- Training staff.
- Developing strategy for selection process.(CAT.GEN.MPA.175)
- Developing Crisis Response Team.
- Organising Aviation Safety Week.
- Organising social activities.



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NEW CHALLENGE



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NEW CHALLENGE

- Creating a Crisis Response Team.
- Training Sillabus.
- Psychological First Aid.
- CISM Critical Incident Stress Management.



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NEXT STEPS



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NEXT STEPS

- Continue with current activities.
- Podcasts on relevant topics with Company experts in different areas.
- Apps.
- Mentoring programs on different topics.
- Strategic alliances with stakeholders and organizations.
- Academic activities.



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CONCLUSIONS & RECOMMENDATIONS



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WORKPLACE MENTAL HEALTHY:

- Staff feel valued and engaged.
- Visible commitment from leaders to promote healthy practices.
- Work is designed to be safe.
- Continuous evaluation and improvement systems, policies and procedures are integrated and embedded across the organisation.
- Interventions are tailored.



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BENEFITS TO STAFF



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BENEFITS TO STAFF

- Acceptance.
- Job satisfaction.
- Social connection.
- Role clarity .



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BENEFITS TO BUSINESS



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BENEFITS TO BUSINESS

- Enhance the safety culture.
- Attract and keep good talent.
- Reduce absenteeism.
- Increase productivity;



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MENTAL WELLBEING AND BEYOND

- Psychological safety.
- Intergenerational management in aviation.
- Artificial Intelligence.
- Climate change.
- Sustainability.



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BENEFITS TO BUSINESS



Protect the mental health of your workforce by creating an open and supportive culture that makes staff feel supported and cared for



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