BEST PRACTICE

LOCATION:	**Company-wide**	**ARTICLE YEAR**	**2026**
ACTIVITY:	**Improving health and wellbeing**	**COMPANY:**	**Hills Quarry Products Ltd**
SUB ACTIVITY:	**No Sub Activity Available**	**COMPANY LOCATION:**	**Company-wide**
BEST PRACTICE No:	**BP2272**	**COMPANY TEL:**	**0000**
COUNTRY OF ORIGIN:			

TITLE

Topic 6 - Wellbeing Hub and mental health

ARTICLE

DESCRIPTION

Hills operates across the UK in waste, quarrying, and house building sectors. To support employee wellbeing, Hills launched the Wellbeing Hub—an accessible platform offering mental health support, physical activity guidance, financial wellbeing tools, and signposting to confidential counselling. The company has also trained Mental Health First Aiders across all sites to provide immediate peer support.

The Hub addresses mental health stigma, fatigue, and fragmented support systems. It fosters a proactive culture of openness and prevention. As the majority of Hills workforce are operationally based and do not have access to the internet whilst they are at work, Hills wanted something that they could access outside of work, that would be useful not just for themselves, but family and friends as well.

This initiative also supports mitigation of risks linked to fatigue and distraction, indirectly addressing 'The Fatal 6' through improved mental wellbeing.

The development and implementation of the Wellbeing Hub was a collaborative, multi-phase initiative led by HR and supported by senior leadership, site managers, and frontline employees.

To find out more please watch the video and click on additional pdf at the bottom of this entry.



BENEFITS

- The Wellbeing Hub has delivered measurable benefits across the organisationIt has positively impacted employees, contractors, and operational efficiency.
- It provides a centralised store and access for all wellbeing resources.
- Trained Mental Health First Aiders provide a safer, more supportive working environment.
- Employee wellbeing has improved.
- Engagement with the Hub continues to increase.
- Conversations around mental health have become more open.
- Employees are more likely to seek help early.
- Reduced stigma associated with mental health issues
- A proactive approach to wellbeing has been fostered.
- Safety culture has strengthened.
- Fewer incidents linked to fatigue and stress - distraction and poor decision-making
- Hub indirectly mitigates risks associated with ‘The Fatal 6’
- Reduced absenteeism and better focus on site.
- Wellbeing audits have helped identify and resolve site-specific issues.
- Competence and confidence among staff have grown.
- A safer environment for all.

ARTICLE IMAGES