



## **Bell's Mental Health Policy Statement**

At Bell, we believe that the mental health of our team members is essential to achieving personal and organizational success. This policy statement applies to all employees in all locations where Bell business is conducted.

Workplace leadership is one of the 4 action pillars of the Bell Let's Talk mental health initiative. Bell is committed to leading by example in our own workplace by promoting mental health and supporting team members with a mental illness.

Every member of the Bell organization is expected to take primary responsibility for their own health. Every employee also has a responsibility to contribute to a mentally healthy workplace.

Bell is committed to:

- Supporting employees experiencing mental illness through our workplace practices;
- Understanding what makes a mentally healthy workplace by reviewing relevant workplace factors, employee feedback, government and legal requirements, and current best practices;
- Setting objectives that drive continuous improvement of our workplace mental health strategy and regularly evaluating our approach;
- Implementing or adapting policies and practices that support a mentally healthy workplace within the context of our corporate priorities and the evolution of our industry;
- Providing resources and training to educate all team members about mental health;
- Encouraging employees to take part in activities that contribute to their own mental health in the workplace.

### **Additional policies supporting employee health and safety, and a positive and respectful workplace:**

- Alcohol, drug and gambling problems
- [Health and Safety](http://www.bce.ca/responsibility/corporate-responsibility/2018-cr-report/2018-health-and-safety-policy.pdf) <<http://www.bce.ca/responsibility/corporate-responsibility/2018-cr-report/2018-health-and-safety-policy.pdf>>
- Human rights policies
- Reasonable accommodation
- Violence prevention in the workplace