



Confidant

Employers are obligated to provide a safe work environment for their employees. Extra emphasis and attention on subjects as psychosocial labor-load and integrity issues, is part of this providing. Both psychosocial labor-load and integrity issues lead to disease and fall out of employees. A confidant can help address issues like these and can help retain a good, stable and healthy work environment.

What does a confidant do?

Your employer contributes to a safe work environment by appointing an external confidant provided by HR5. This confidant supports employees who deal with psychosocial labor-load such as (sexual) intimidation, discrimination (at the workforce), aggression (at the workforce), bullying (at the workforce) or a (too) heavy workload. Besides these topics, an employee can also discuss integrity issues with the confidant.

Employees can go to the confidant:

- You can go to the confidant and discuss issues and subjects that trouble you, without informing your manager. The confidant is there for those who report troubling issues that occur at the workforce.
- The confidant is there for you to think with you regarding solutions, for guidance and informing on subjects you have questions about. When necessary the

confidant can put you through to the right professional and the confidant can provide you with after care when needed

- The confidant educates about the role and tasks he or she has within the organisation.
- Also, the confidant advises management about how to prevent unwanted behaviour and unwanted manners.

**You can contact our confidant:
MfN-registermediator Arno Lugthart**

As a mediator Arno is specialized in labor and collaboration, such as work-related sick leave, conflicts between people working together, exit mediator and other business related issues that may occur. Besides this he works as a LVV licensed confidant for several companies. His core business is to strengthen and encourage people to act from their interests rather than to act from a point of view.



Confidentiality

Everything employees discuss with the confidant is subjected to confidentiality and therefore will remain confident.

If you have any questions for the confidant, please contact: HR5 B.V.

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