SPECIALIST JOINERY GROUP

Occupational Health Policy

1 .0 Policy Statement – Our Strategy

Our strategy has three focus areas, the 3Ws: Workplace, Worker and Wellbeing.

Workplace
There are many health hazards in a both a manufacturing factory and construction site workplace. Most can be controlled so they do not cause harm. But in some cases, even with controls in place, they may present some residual risk to health. Therefore, it is important we monitor the health of our employees through health surveillance to allow early identification of ill health and help identify any corrective action required.

Worker
Our focus is on assessing people's fitness to work. This could be a safety critical worker – someone who undertakes activities that could put themselves or others at risk of injury if they suddenly became unwell or incapacitated – or a new employee, who need some adjustments, such as adaptation to their desk. We also look at those returning to work from long-term absence and may need to temporarily adjust their working hours.

Wellbeing
Wellbeing means different things to each of us. But generally, it's about having the energy to do what we want to do, when we want to do it. This means we each need to look after and invest in ourselves every day, with good lifestyle habits, a healthy diet and regular exercise.

HEALTH SURVEILLANCE

The purpose of health surveillance is to:

- Provide appropriate health surveillance for employees, based on an assessment of the potential risk of harm through work activity;
- Provide employees with general advice on other health matters

Employees will be encouraged to attend an cooperate with Health Surveillance as requested and to inform Specialist Joinery Group of any medical condition that may affect their potential to complete work safely, or which they suspect may have been caused or exacerbated by work activity.

As health surveillance is designed to meet relevant statutory safety requirements, cooperation with the policy is required. Refusals to attend statutory elements of health surveillance by an employee will be explored sensitively, but unreasonable refusal to cooperate may result in disciplinary action. Individual employee's reasons for not attending, i.e. religious or other personal factors will be fully taken into account.

Signed: Ciaran O'Hagan Date: 12.04.2019

Mr Ciaran O'Hagan
Managing Director