

OCCUPATIONAL HEALTH POLICY



The health and well-being of staff is a core value of Promec Engineering Ltd, and providing occupational health is a key aspect. Occupational health concerns the inter-relationship between work and health, i.e., how work and the working environment can affect a member of staff's health and how a member of staff's health can affect their ability to do their work. The principal aim of occupational health is, therefore, the prevention of ill health in the workplace through:

- Assisting with the identification and management of health risks.
- Supporting staff who are ill to remain at or return to work, as appropriate.
- Improving work opportunities for those with disabilities.
- Managing work-related aspects of illness.
- The promotion of good health to better equip staff to do their work well and make informed lifestyle choices.

POLICY STATEMENT

Promec Engineering:

- Is committed to ensuring that the potential for ill health or injury arising from Promec Engineering or premises is minimised so as far as is reasonably practicable.
- Will ensure the identification of health risks arising from Promec Engineering's activities so as to enable the implementation of the necessary control measures and, as necessary, appropriate occupational health interventions, e.g., health surveillance.
- Will provide all managers and staff with health education training to ensure they know the nature, causes, effects, and appropriate management of ill-health in the workplace.
- Will encourage a culture where managers take an active interest in the health and well-being of their staff.
- Will ensure the early identification and management of work-related ill-health.
- Will enable staff to raise, discuss and resolve individual work-related ill-health issues through the involvement of and consultation with the Occupational Health Service.
- Will ensure that staff identified as particularly at risk of ill-health from their work or whose health affects their work are provided with appropriate advice and support.

RESPONSIBILITIES

Managers will ensure that the health of their staff is not adversely affected by their work through: -

- Proactively considering the effect of work activities on health, enabling the introduction of appropriate measures to eliminate/ minimise any adverse impact.
- Ensuring risk assessments are undertaken that consider work-related health hazards.
- Providing appropriate information, instruction, and training to staff with regard health risks



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- Ensuring the early intervention and management of work-related ill-health issues
- Implementing the appropriate working arrangements, reasonable adjustments and support for staff identified at particular risk.
- Ensuring that staff are aware of the Occupational Health arrangements at Promec Engineering's

Staff are responsible for: -

- The care of their own health and well-being.
- Making informed life choices concerning their health.
- Informing their manager of any health condition that might affect or affect their work activities, the workplace, or other persons.
- Co-operating with their managers and others regarding the implementation of appropriate.

A handwritten signature in dark ink, appearing to read 'R. Johns', is positioned above the printed name.

Richard Johns
Managing Director
Dated: 2nd January 2025



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