

Pell Frischmann

OCCUPATIONAL HEALTH AND WELLBEING POLICY

The Company's policy on occupational health and wellbeing applies to all companies in the Pell Frischmann Consulting Engineers Ltd Group, including any subsidiaries.

It is important that every employee is aware of their obligations under this Occupational Health and Wellbeing Policy. Any queries should be addressed to the Managing Director or the Deputy Health and Safety Director.

We are committed:

- To promoting a healthy working environment & improving the quality of life for all our colleagues;
- To providing enlightened, professional and compassionate leadership with the objective of delivering the highest levels of occupational health and wellbeing in our workplace, both physical and mental health;
- To protecting our employees from occupational ill health risks and promoting the occupational health and wellbeing of our employees;
- To eliminating or minimising any hazards and reducing occupational ill health risks to an acceptable level for our employees, others affected by our work and the environment. Following the identification of work-related hazards and the assessment of the risks relating to them, we will ensure appropriate preventative and protective measures are implemented and maintained.
- To providing occupational health support for our employees, including the Employee Assistance Programme, First Aiders, Mental Health First Aiders and occupational health specialists when required;
- To providing occupational health and wellbeing information to our employees;
- To consulting with our employees and employees' representatives (Local H&S Co-ordinators) and seeking their participation on all matters affecting their occupational health and wellbeing;
- To complying with all current, applicable occupational health legislation and other relevant requirements that relate to occupational health hazards;
- To ensuring continual improvement in our occupational health and wellbeing performance. Objectives are set and reviewed annually by the Board and the Leadership Team.
- To ensuring that any issues of mental ill-health are approached in a positive, proactive manner and employees are supported with an informed and considered response; and
- To proactively work to reduce stigma associated with mental ill-health within the Company and encourage a culture of openness and shared responsibility for mental health in the workplace.

The Pell Frischmann Board is committed to this Policy and all employees are required to comply as a condition of their employment. They are encouraged to assist in the Pell Frischmann Board's further commitment to the continual improvement of our Health, Safety and Wellbeing Management Systems and performance, in order to improve our business.

This Policy will be reviewed annually, or as required, to ensure that it remains relevant and appropriate to the activities of the Company. The arrangements and processes for implementing this Policy are controlled through the Company's Business Management System.

Iain Bisset

Iain Bisset
Managing Director and Health & Safety Director
1 March 2020