

Pell Frischmann

OCCUPATIONAL HEALTH AND WELLBEING POLICY

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

It is important that every employee is aware of his or her obligations under this Occupational Health and Wellbeing Policy, and any queries should be addressed to the Health and Safety Director or the Deputy Health and Safety Director.

We are committed:

- To providing enlightened professional and compassionate leadership with the objective of delivering the highest levels of occupational health (both physical and mental health) and wellbeing in our workplace.
- The Directors are committed to protecting our employees from occupational ill health risks and promoting the occupational health and wellbeing of our employees.
- To ensure appropriate preventative and protective measures are implemented and maintained, to eliminate or minimise any hazards and reduce occupational ill health risks to an acceptable level for our employees and others affected by our work, and the environment following the identification of work-related hazards and assessment of the risks related to them.
- To providing occupational health support for our employees including the Employee Assistance Programme, First Aiders and Mental Health First Aiders, and occupational health specialists.
- To providing occupational health and wellbeing information to all employees.
- To fully consult with our employees and employees' representatives (Local H&S Co-ordinators) and seek 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 our occupational health hazards.
- The ultimate responsibility for occupational health and wellbeing is with the Pell Frischmann Board who ensure that adequate financial and physical resources are provided to secure a safe and healthy working environment for our employees.
- The Pell Frischmann Board is committed to this Policy and all staff 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 in our Health, Safety and Wellbeing Management System and performance to improve our business.
- To ensure continual improvement in our occupational health and wellbeing performance, objectives are set by the Leadership Team at Management Review.
- 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.
- To ensure that any issues of mental ill-health are approached in a positive, proactive manner and staff are supported with an informed and considered response.
- To actively reduce the stigma associated with mental ill-health within the Company and encourage a culture of openness and shared responsibility for mental health in the workplace

Iain Bisset

Iain Bisset
Managing Director and Health & Safety Director
15 July 2019