

SMITH BROTHERS BUILDERS LTD: OCCUPATIONAL HEALTH & WELLBEING POLICY

1. Statement of Intent

Smith Brothers Builders Ltd (“Smiths”) is committed to providing a safe and healthy working environment for all staff. We proactively monitor and manage work-related health risks to ensure our team operates in conditions that support both physical health and optimum performance.

2. Legal Compliance

Our health obligations are governed by the **Health and Safety at Work Act 1974** and the **Management of Health and Safety at Work Regulations 1999**. We also adhere to specific regulations such as **COSHH 2002** and **CDM 2015**. Any significant health risks identified via our risk assessments will be communicated immediately, alongside necessary protective measures, training, or health screening.

3. Fitness for Duty & Health Surveillance

To ensure safety for all, we monitor the health of employees engaged in safety-critical roles. This begins with a health questionnaire during the hiring process and is followed by annual **Occupational Health Evaluations**. Key areas of focus include:

- Hand-Arm Vibration (HAVS)
- Noise-induced hearing loss
- Respiratory issues and Occupational Asthma
- Musculoskeletal disorders
- Exposure to diseases (e.g., Leptospirosis)
- Stress, drugs, and alcohol management

We reserve the right to refer employees to an independent medical advisor if clarification on fitness for work is required, in accordance with the **Access to Medical Reports Act 1988** and **Data Protection Act 2018**.

4. Absence & Return to Work

Following any significant period of illness, we conduct **return-to-work appraisals**. These interviews help us determine if work conditions contributed to the illness and allow us to make necessary adjustments to prevent a recurrence.

5. Mental Health & Wellbeing

Smiths is dedicated to fostering a supportive culture that reduces the stigma surrounding mental health issues like depression and anxiety. Our goals are:

- To build an environment that supports wellbeing and prevents discrimination, bullying, or harassment.
- To promote active participation in mental health initiatives.
- To ensure staff have the knowledge to recognise and manage wellbeing issues in themselves and their peers.

6. Shared Responsibilities

- **All Employees:** Must take reasonable care of their own physical and mental health, support their colleagues, and ensure their actions do not adversely affect others.
- **Management:** Responsible for the implementation of this policy, ensuring all staff are aware of its contents and actively supporting wellbeing goals.

John Smith — Director

Colin Smith — Director

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Approved and Signed: [Insert Date]
