

OCCUPATIONAL HEALTH POLICY

Business Scope

Provision of Civil, Electrical and Mechanical Services to the Commercial, Industrial and Public Sectors, within the UK. These services are coordinated through a head office complex and delivered in the field via skilled and trained operators. The laying of Asphalt Mixes by hand and machine in accordance with National Highways Sector Scheme 16.

General Statement of Intent

Northavon Group Limited has a moral obligation to safeguard the health and wellbeing of its employees and this goes hand in hand with high productivity and quality standards. To this end, the company will provide the necessary monitoring to identify instances where employees' health may be deteriorating.

Employees are the most important asset to the company and therefore their health and welfare is a priority at all times. We believe firmly that prevention is not only better, but cheaper than cure. Profits and a healthy workforce are not in competition – on the contrary, good Health is good business.

We are committed to ensuring that we comply with all relevant Health and Safety legislation and best practice. Where it is reasonably practicable to do so, the company will strive to go beyond the requirements of these.

We maintain on-going monitoring and review processes so that continual improvement in the management and promotion of good health and safety is achieved.

Our general intentions are:-

- To ensure that all site personnel receive a medical examination at the company's expense and any required treatment resulting from work-related problems.
- To consult with our employees on matters affecting their Health and to provide so far as is reasonably practicable the surveillance and monitoring of their health as requested and in accordance with best practice and as a responsible employer.
- To ensure that HAVs information is available for the equipment to which this applies and to provide any additional health surveillance as may be prudent or requested by the employee.
- To ensure that any equipment owned by or hired by the company is fit for purpose (eg HAVs) and does not compromise the health of employees.
- To provide at the company's expense any work-related inoculations such as Hepatitis. The company will not enforce compulsory inoculations as this can constitute breaches of human rights or religious beliefs.
- To ensure that any employees who regularly make use of display screen equipment receive the necessary eye tests as required by legislation at the company's expense or more frequently as required.
- To provide at the company's expense any hearing examinations which are necessary to monitor for and address temporary or permanent threshold loss or other conditions such as tinnitus.
- To ensure the availability of expert health advice for ongoing guidance with respect to occupational health monitoring.
- To provide the necessary resources to secure the above objectives.

This policy is reviewed and revised at regular intervals, not less than annually, to ensure that it is relevant, up to date and fit for purpose.

Signed:



Mike Clancy

Group Managing Director

9 January 2023