

OCCUPATIONAL HEALTH SURVEILLANCE POLICY

Joe Roocroft & Sons Limited (The Company) Occupational Health Surveillance Policy has been developed to offer guidance to our employees that may be affected by the company's specific activities and the effects that the working environment may have on the health of an employee. It also takes account of the influence that an employee's health may have on their ability to carry out their work.

The Company recognizes the benefits of good health and will endeavour to promote and maintain the highest degree of physical, mental and social wellbeing of its employees. The following Occupational Health Strategy has been formulated to assist in meeting this policy statement.

The Company will provide an Occupational Health advice to its employees through the employment of an Occupational Health Advisor and referral to external Medical Advisers.

The occupational Health Advisor will assist management and staff to:

- Identify jobs with health risks and provide advice on known risks
- Identify hazards and appropriate controls for health risks at work
- Undertake pre start health screening
- Undertake appropriate health surveillance
- Promote good health among employees
- Provide training, information and guidance on health aspects of employment
- Ensure relevant first aid training is provided to employees
- Undertake health assessment on referral

The Company has a commitment to the appropriate health surveillance and health promotion and will ensure so far as is reasonably practicable that working conditions and all work activities and workplace locations are free from avoidable risks to health and recognises our legal obligation that extends to contractors and sub-contractors.

This policy has been endorsed by the Management team at Joe Roocroft & Sons Ltd who take direct responsibility for its execution.

Signed on the 10 Dec 2019 for and on behalf of Joe Roocroft & Sons Limited.

David Roocroft

Joint Managing Director