



OCCUPATIONAL HEALTH AND WELLBEING POLICY

Our Commitment

A-one+ is committed to the management and application of occupational health and wellbeing practices.

The overall responsibility for occupational health and wellbeing policy resides with the A-one+ parent company board directors. The A-one+ Area Leadership Team, and line managers have the responsibility and relevant authority to ensure the management of occupational health and wellbeing is carried out effectively.

Our Approach

A-one+ will achieve this by:-

- Implementing a robust risk management process and health surveillance programme to ensure that the health of all workers is protected and monitored
- Ensuring that workers are fit to carry out their designated roles through the provision of health assessments for all new starters and medicals for safety critical workers
- Offering employees the opportunity to attend lifestyle screening or wellbeing workshops and advice on exercise, diet, work/life balance will be available and should assist workers to make informed choices regarding lifestyle issues
- Identifying and implementing mitigation measures to address the risks to health and safety that are associated with fatigue
- Acknowledging that work-related stress can also potentially affect the health and wellbeing of our people and managing, so far as is reasonably practicable, the causes that are within our control. With the aim of helping to prevent workers from suffering work related stress.
- Integrating occupational health and wellbeing into all relevant areas of the business and encouraging the exchange of best practice on occupational health and wellbeing throughout A-one+
- The promotion of a positive culture and environment where we can form partnerships with stakeholders ensuring we work together to address the prevention of injury and occupational ill health.
- Access to occupational health and wellbeing training awareness for employees.
- Working with JV partners, suppliers and sub-contractors in the management of occupational health and wellbeing and demonstrating compliance to A-one+ occupational health and wellbeing practices.
- Evaluating the effectiveness and adequacy of occupational health and wellbeing practices through established monitoring, measuring and reporting methods and ensuring that where improvements are identified, they are introduced.
- Encouraging our workforce to take responsibility for all aspects of their own health and wellbeing that are within their own control. These include: accepting and acting on advice provided in wellbeing clinics, attending follow up assessments where recommended by clinicians, visiting their GP's to ensure that their health and wellbeing is regularly monitored, taking reasonably practicable steps to minimise their own stress levels and seeking assistance as early as possible if symptoms of stress are experienced.
- Providing support to employees that are absent from work through ill health

Signed

Date 10/12/2019

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Christine Allen

A-one+ Area 4 General Manager

(for and on behalf of A-one+ JV Board)

Brian Statham

A-one+ Area 12 General Manager

(for and on behalf of A-one+ JV Board)