Management of Occupational Health Policy

Policy Statement

WEINSULATE.CO.UK LIMITED recognises that the health, safety and wellbeing of our employees are fundamental to the success of our business. We are committed to promoting both physical and mental health in the workplace by providing a safe, supportive and positive working environment where employees feel valued, respected and able to raise concerns without fear of discrimination.

Occupational health is an integral part of our Health & Safety Management System, and we are committed to identifying, preventing and managing work-related health risks through effective planning, communication, training and support.

Our Commitments

WEINSULATE.CO.UK LIMITED is committed to:

- Promoting good physical and mental health across the organisation.
- Providing safe systems of work and healthy working conditions.
- Identifying workplace factors that may affect employee wellbeing.
- Encouraging early reporting of health concerns and providing appropriate support.
- Preventing work-related illness and reducing occupational health risks.
- Supporting employees returning to work following illness or injury.
- Complying with all relevant health and safety and employment legislation.
- Continuously reviewing our occupational health arrangements to ensure they remain effective.

Mental Health and Wellbeing

The Company recognises that mental health is as important as physical health. We are committed to creating a workplace where employees feel comfortable discussing mental health concerns and seeking support where required.

To achieve this we will:

- Promote awareness of mental health and wellbeing throughout the organisation.
- Encourage an open, supportive culture where employees can discuss concerns confidentially with their Manager or Director.

- Ensure managers are approachable and understand their responsibilities in supporting employee wellbeing.
- Signpost employees to appropriate professional support services where necessary.
- Treat all information relating to employee health sensitively and in accordance with data protection legislation.

Employee Communication

Regular communication forms an important part of our occupational health arrangements.

The Company will:

- Hold regular one-to-one meetings between Directors, Managers and employees.
- Discuss employee wellbeing during routine meetings where appropriate.
- Encourage staff to raise concerns regarding workload, stress, fatigue or any health-related issues.
- Provide opportunities for employees to suggest improvements to working practices and welfare arrangements.

These conversations are intended to identify potential issues at an early stage and provide appropriate support before problems escalate.

Working Environment

WEINSULATE.CO.UK LIMITED aims to provide a healthy working environment by:

- Providing suitable welfare facilities on all projects.
- Planning work to avoid excessive working hours wherever reasonably practicable.
- Promoting a healthy work-life balance.
- Minimising workplace stress through effective planning and supervision.
- Ensuring employees have suitable equipment, training and resources to carry out their work safely.
- Maintaining safe workplaces through regular inspections and risk assessments.

The Company recognises that excessive fatigue can increase the likelihood of accidents and ill health and therefore seeks to manage workloads appropriately.

Management Responsibilities

Directors and Managers are responsible for:

- Promoting positive health and wellbeing throughout the workforce.
- Monitoring employee welfare on a regular basis.
- Supporting employees experiencing health or wellbeing concerns.
- Identifying signs of stress, fatigue or work-related ill health.

- Carrying out suitable risk assessments where occupational health risks have been identified.
- Ensuring employees receive appropriate training, information and supervision.
- Reviewing occupational health arrangements during management meetings.

Employee Responsibilities

Employees are expected to:

- Take reasonable care of their own health, safety and wellbeing.
- Report any health concerns that may affect their ability to work safely.
- Cooperate with occupational health arrangements and risk assessments.
- Attend training and health surveillance where required.
- Support colleagues and contribute towards a respectful and positive working environment.

Monitoring and Review

The Company will monitor occupational health through:

- Regular one-to-one welfare meetings.
- Employee feedback.
- Health and safety inspections.
- Accident, incident and near miss investigations.
- Absence monitoring.
- Management reviews.

Where trends or concerns are identified, appropriate corrective actions will be implemented.

This policy will be reviewed annually, or sooner if there are changes to legislation, Company operations or following any significant occupational health issue.

Approved by: Eric Smith-Hutchon - Director
Signed: *E Smith-Hutchon* Date: 01/05/2026