Introduction

Managing occupational health and welfare issues in the workplace means taking steps to promote the well-being of the workforce. This includes preventing illness and injury.

It is the policy of The SES Group that all our activities are carried out in accordance with our Business Management System, in conjunction with the requirements of IS0 45001:2018 and our Scope:

Why have a policy?

The SES Group recognises that addressing occupational health concerns isn't optional. All employers have a legal duty of care to their employees. This document outlines the Occupational Health Policy and the role and responsibility for our staff and the organisation more broadly.

The Health and Safety at Work etc. Act 1974 requires that employers ensure, as far as is reasonably practicable, the health, safety and welfare of employees. We consider the wellbeing of our staff is critically important. Our values mean that we not only comply with the letter of the law but that we use practical ways to enhance and embed the spirit.

As the market leader in crowd management and security solutions we aim to embody best practice in safety and welfare matters.

Advantages of promoting occupational health

- Lower absenteeism
- Improved relationships with customers and suppliers
- Improved productivity
- Reduced staff turnover

Occupational health risks

- Stress - excessive pressure, work concerns or personal problems can affect your employees' psychological, social and physical well-being.
- Back pain or repetitive strain injury or work-related upper limb disorders - a variety of lifting, repetitive and other kinds of work, including computer work, can result in injury or longer-term disability. Good ergonomics can help reduce the risks.

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P a g e 1 | 3

- Smoking, drug and alcohol abuse - not only can an addiction affect an individual's performance, but their behaviour can also impact on colleagues. It is also against the law to smoke in workplaces and company vehicles used by more than one person.
- Bullying, discrimination, and harassment - physical violence or psychological intimidation can have a serious impact on an employee's well-being. An effective discipline and grievance procedure is essential in tackling such problems.
- Heat, Light and Noise - consider exposure to sudden changes in temperature, poor lighting and excessive vibration or noise levels.
- The control of hazardous substances - using chemicals or other hazardous substances at work can put people's health at risk. You must control exposure to hazardous substances to prevent ill-health.

Occupational health problems are not only limited to immediate injury and disease. They can include the effects of long-term exposure to asbestos and other fibres, vapours and dusts, bacteria and viruses, noise, vibration and other physical risks. They can also include psychological and social issues such as violence, bullying and sexual harassment.

Managing occupational health risks

To establish and maintain a working environment that safeguards staff welfare systems are in place that allows:
- The identification and involvement of workers in assessing workplace risks
- The assessment and consideration of employees' needs when planning and organising work
- The provision of advice, information, and training to employees, as well as mechanisms for employee feedback such as a suggestion scheme
- Regular monitoring and recording of employees' health

Effective management of occupation health aims to improve general health and prevent work-related illness and injury. It should also include intervening early when health problems arise and helping those who have long-term sickness to return to work.

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P a g e 2 | 3
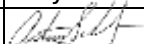
Preventative Measures

The workplace environment has a direct impact on the welfare of employees. In order to meet a range of minimum workplace standards under health and safety law. The following measures are in place:

- Clean toilets, with water, soap and a towel or drier
- Access to drinking water
- Clean working areas, with waste regularly removed
- Adequate space to work in
- A comfortable working temperature
- PPE and Safety shoes where required
- Smoke free working environment
- Lighting suitable for the work being carried out
- Properly maintained premises and work equipment
- Supplying ergonomic office equipment, i.e. designed to give maximum comfort and support
- Ensuring levels of dust and fumes are kept down - minimising smell levels
- Ensuring staff are not subjected to excessive levels of noise
- Preventing contact with irritants or hazardous substances
- Providing well maintained and comfortable rest areas
- Implementing good communication channels

Promoting Occupational Health

In order to promote occupational health and wellbeing throughout the workforce, the SES Group has a number of initiatives in place:

- Anonymous feedback forms to allow employees to highlight any concerns to their line manager
- One to one review with line managers including an employee welfare questionnaire
- Toolbox Talks promoting best practices in health and safety
- Personal safety awareness, manual handling, drug and alcohol awareness training courses
- Back to work interviews following an employee's leave of absence from work

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P a g e 3 | 3