



## OCCUPATIONAL HEALTH POLICY

Herts EV Specialists Ltd apply a positive and proactive approach to Health, Safety and Wellbeing management.

We promote a positive set of company values to our employees and positively engage with our employees to

We work carefully with staff to deliver their work competently adhering to safe systems of work.

Our top priority is keeping the employees, members of the public, and anyone we come into contact with safe.

We promote and maintain the physical, mental and social well-being of both office and site staff.

Our policy promotes the prevention of ill or damaged health to workers, caused by their role or work environment.

Our policies and procedures protect workers in their work environment, from risks resulting in possible injury or adverse physical or mental health. Site specific Risk Assessments are carried out on site prior to work commencing.

All issues involving occupational health shall be referred to your Line manager and the HR manager in the first instance, should it be required you shall then be referred to an external, certified Occupational Health provider.

Herts EV Specialists Ltd carry out the following actions to promote positive Physical and Mental health of its employees.

- Completion of Health Questionnaires for new employees.
- Tool box talks to deliver managing fatigue risks and policies to make sure employees are not working too many hours/shifts are reasonable.
- Return to work meetings and advice.
- DSE assessments are carried out for all DSE users. Provision of free eye test under the DSE regulations.
- Vibration assessments are carried out to ensure exposure action limits are not exceeded throughout the project.
- Carry out annual health surveillance on all operatives to monitor trends and patterns of health and well-being.



- We have a plan to train a minimum of 2 employees as Mental Health First Aiders.

Herts EV Specialists Ltd are keen to retain and promote our staff by ensuring employee wellbeing.

We provide flexible working patterns to help parents including working from home options, paid leave for doctors and dentist appointments.

A handwritten signature in blue ink, appearing to read 'Liam McDonald', is positioned above the printed name.

Liam McDonald  
Director

Herts EV Specialists Ltd



Revision No	Revision Date	Review Date	Changes
1	25/06/2022	25/06/2022	Initial Issue