

### Occupational Health

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AmcoGiffen (Amalgamated Construction Ltd and Giffen Group Ltd) is fully committed to the effective management of Occupational Health within the workplace and this Policy applies to all employees of AmcoGiffen and all subcontractors and agency workers operating on behalf of the Company.

Our Policy is to ensure, as far as is reasonably practicable, that:

- All individuals that we employ or intend to employ, including all subcontractors and all agency workers operating on behalf of the Company, are fully fit to undertake their duties in a safe and effective manner;
- Employees who are, or may be, at risk of suffering ill health as a result of their work are identified and appropriate steps taken to prevent any deterioration of their health or any identified pre-existing condition;
- The processes operated by the Company, including their associated control measures, do not expose employees or subcontractors and agency workers operating on behalf of the Company, to risks that may contribute to ill health;
- Issues within the employment relationship that may impact on an employee's wellbeing or ability to be able to undertake their role effectively and efficiently are investigated and resolved;
- Work related incidents, long-term absence, employee claims and litigation are reduced to an absolute minimum;
- Employees who have suffered illness or injury at work are supported as appropriate, including rehabilitation, to facilitate their early return to work.

AmcoGiffen will deliver this Policy through an Occupational Health Management System, and Procedures, which are designed primarily to identify, mitigate and manage the ill health risks to which our employees, whilst operating on our sites, may be exposed, and secondly, to promote employee health and wellbeing at all stages of the employment relationship.

Responsibility for the implementation of this Policy rests with all employees across the Company.

This Policy will be subject to annual review, by Company Directors, to ensure its continued suitability and applicability.



**John Booth**

Managing Director