**Introduction**

The health and wellbeing of employees is a core value of Lomond Plant Ltd and the provision of occupational health is a key aspect of the company policy.

The principal aim of our occupational health policy is therefore the prevention of ill-health in the workplace through:

* Assisting with the identification and management of health risks.
* Supporting those staff who are ill to remain at or return to work as appropriate.
* lmproving work opportunities for those with disabilities.
* Managing work-related aspects of illness.
* The promotion of good health to better equip staff to do their work well and make informed Lifestyle choices.

**Our Commitment**

Lomond Plant Ltd is committed to ensuring that the potential for ill-health or injury arising from their activities or premises is minimised so as far as is reasonably practicable through the implementation of the following measures:

* Our Occupational Health provider OH Works will carry out occupational health surveillance when requested.
* We will provide all managers with health awareness training to ensure they are aware of the nature, causes, effects and appropriate management of ill-health in the workplace.
* We will encourage a culture where managers take an active interest in the health and wellbeing of their staff.
* We will ensure the early identification and management of work related ill-health.
* We will ensure that staff who are identified as particularly at risk of ill-health from their work or whose health affects their work, are provided with appropriate advice and support through our Occupational Health provider OH Works.

**Managers**

Will ensure that the health of employees is not adversely affected by their work through:

* Proactively considering the effect of work activities on health, so enabling the introduction of appropriate measures to eliminate or minimise any adverse impact.
* Ensuring risk assessments are undertaken that consider work related health hazards.
* Providing appropriate information, instruction and training to staff with regards health risks.
* Ensuring the early intervention and management of work-related ill-health issues.
* Implementing the appropriate working arrangements, reasonable adjustments and support for staff that are identified as at particular risk.

**Employees**

Will ensure that their own health and wellbeing is not adversely affected by their work through:

* Making informed life choices with regard to their health.
* Informing their Manager of any health condition that might affect or be affected by

 their work activities, the workplace or other persons.

* Co-operating with their Managers and others with regard to the implementation of

 appropriate measures to control health risks in the workplace and elsewhere.

Signed : Ross Easton Date: 24th January 2024

Name: R Easton Position: Joint Managing Director