

| | |
|-------------|------------|
| Reference | 27 STM 02 |
| Version | 1.0 |
| Issue Date | 16/10/2019 |
| Approved | MD |
| Review Date | 05/01/2027 |

Occupational Health Statement

Introduction

Occupational health is concerned with the inter-relationship between work and health i.e., how work and the working environment can affect a member of staff's health and how a member of staff's health can affect their ability to do their work.

The health and wellbeing of employees is a core value of the 247 Alliance Ltd and the provision of occupational health is a key aspect of the company policy. The company is committed to ensuring the health, safety, and welfare of all employees. The company recognises the importance of maintaining and improving employees' physical, mental, and social wellbeing whilst at work.

Aim of Occupational Health Policy

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

- Prevention of ill health caused or exacerbated by work.
- Assist in ensuring that the company complies with all existing and proposed health related legislation.
- Assisting with the identification and management of health risks
- Supporting those staff who are ill to remain at or return to work as appropriate.
- Assist in helping employees stay at work or return to work after illness.
- Managing work-related aspects of illness.
- Promoting good health and well-being among the staff to better equip them to do their work well and make informed lifestyle choices.

Commitment

The company has a statutory and ethical duty to safeguard the health, safety & Welfare of employees whilst at work as far as is reasonably practicable. This statement outlines the responsibilities and duties toward occupational health & and wellbeing service. The company 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:

- We will ensure that health risks arising from our activities are identified to enable the implementation of the necessary control measures and where appropriate we will carry out occupational health interventions and health surveillance.
- We will provide all managers and staff with health education 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 enable staff to raise, discuss, and resolve individual work-related ill-health issues, through the involvement of and consultation with the relevant Occupational Health representative.
- We will ensure that staff who are identified as particularly at risk of ill-health from

| | |
|-------------|------------|
| Reference | 27 STM 02 |
| Version | 1.0 |
| Issue Date | 16/10/2019 |
| Approved | MD |
| Review Date | 05/01/2027 |

Occupational Health Statement

their work or whose health affects their work, are provided with appropriate advice and support.

Duties (Managers/Supervisors)

The managers/supervisors ensure that the health of employees is not adversely affected by their work through the following:

- To ensure that all employees are informed and have access to Occupational Health & Wellbeing Services.
- Ensuring risk assessments are undertaken that consider work related health hazards.
- Providing appropriate information, instruction, and training to staff about health risks.
- Proactively considering the effect of work activities on health, so enabling the introduction of appropriate measures to eliminate or minimise any adverse impact.
- Ensuring the early intervention and management of work-related ill-health issues.
- To ensure that appropriate supporting information is provided to Occupational Health which may have an impact on the advice given regarding employees' capabilities.

Employees

Following the introduction of the Equality Act 2010 Occupational Health requires prospective employees to declare if they have a health condition/disability that might affect their ability to undertake the post that they have applied for and/or may require reasonable adjustments/ adaptations.

Employees will also ensure that their health and wellbeing are not adversely affected by their work through the following:

- To be aware of their obligations for their own and others' Health, Safety, and Welfare, whilst at work and comply with safe working practices.
- Making informed life choices about their health.
- Informing their supervisor of any health condition that might affect or be affected by their work activities, the workplace, or other persons.
- Inform Occupational Health of any change in health status which may affect their capability to undertake their duties or compromise their own or others' health, safety and welfare at work.

Organisational Responsibility

The firm remains committed to improving its practices to combat modern slavery and human trafficking. The statement has been approved by the organisation's Director, who will review and update it annually.

If you would like to find out more about the above, please email info@247alliance.co.uk.

247 Alliance takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act. This document is reviewed annually and published

Malik Mustafa

Director

05/01/2026

Signed



Review Date:05/01/2027