

Health Policy Statement

TXM Plant recognises its responsibilities under the Health and Safety at Work etc Act 1974 to ensure the health, safety and welfare of its employees so far as is reasonably practicable. It recognises the responsibilities under the Disability Discrimination Acts 1995 and 2005 and The Equality Act 2010 to treat equally disabled and non-disabled employees in employment matters and shall make reasonable adjustment to meet those needs.

It is important that employees are fit to carry out the work required of them, and ill health, disability, mental and physical status can all influence the ability to work safely and effectively. The organisation recognises that work carried out by its employees may expose them to some health hazards and this may preclude them from carrying out certain activities e.g., asthma sufferers will not be asked to work in high dust content environments. Where required, health surveillance will be provided to monitor employee's health to ensure the control measures are effective in maintaining the employee's health.

The primary purpose of health surveillance is the early detection of adverse health risks associated with work activity. It allows staff at increased risk to be identified and additional precautions to be taken as necessary. Where required, health surveillance will be carried out in different ways which shall include health questionnaires, visual surveillance (such as skin rashes), technical checks (such as hearing tests) and when necessary, medical examinations. The extent of the medical provision will be based on the hazards and the frequency will be determined by the Occupational Health provider.

TXM Plant Limited is committed to the ensuring information is provided to its employees to protect their health. The 'Fit for Work Service' (FFWS) is a project that we recommend to any of our employees that have been unwell for some time to help them to return to work. Support comprises health, employability and wider social support service elements, and is focussed on addressing health inequalities and can be accessed at: <https://responsibilitydeal.dh.gov.uk/health-at-work-guidance/>

TXM Plant Limited accepts the health of employees has a significant impact on the organisations' performance, and aims to:

- Reduce the affect of work on employees' health.
- Reduce the affects of health on the capacity to work.
- Develop rehabilitation programmes for sick or injured employees.
- Provide health education and promotion on various health and management development issues.



Brian Reynolds
Chief Executive Officer

Review due by 31st January 2024

