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## **HEALTH AND SAFETY POLICY**

Torishima is a responsible employer, and we are aware of our duty of care regarding the health, safety, mental health and welfare of our staff. For this reason, we will take all reasonable steps to ensure that staff are given a safe working environment where they are not subjected to excessive workloads, onerous working practices, a detrimental work environment or placed under excessive stress by their work.

The Company recognises that its employees are its most important asset, and it is committed to providing the support and assistance necessary to enable its employees to undertake their duties in an environment that is as safe and stress-free as possible.

The Health and Safety at Work Act 1974 requires us to take reasonable steps to look after our employees' mental health and welfare. This means that we need to ensure that staff do not have excessive demands placed on them by their job. As stress is also caused by bullying, harassment and violence, we are required by law to provide a working environment which is, as is reasonably practicable, free from these influences. However, we are legally entitled to assume that all staff can cope with the normal day-to-day pressures of their job. If this is not the case, staff have a duty to inform us.

We undertake to discharge our statutory duties by: -

- Providing a safe and healthy working environment to prevent work related injuries, instances of ill health and undue stress
- Giving all employees' the opportunity to join the company Private Health Care Scheme which provides assistance in all areas of health, mental health and welfare
- Providing a framework for setting the Occupational Health and Safety Objectives, KPI's and reporting on them
- Identifying and eliminating hazards in the workplace, assessing the risks related to the workplace and implementing appropriate preventative and protective measures to mitigate that risk
- Committing to fulfilling the necessary legal requirements
- Providing and maintaining safe plant and work equipment
- Establishing and enforcing safe methods of work
- Recruiting and appointing personnel who have the skills and knowledge to fulfil their roles and responsibilities
- Ensuring that our Participation and Consultation meetings take place as schedule and that actions are followed up as needed.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate
- Promoting awareness of health and safety and of good practice across the business
- Providing the resources needed to meet our Health and Safety Objectives and their supporting framework
- Appointing a Worker Representative who has formal input to the Health and Safety System

All employees are responsible for actively contributing towards achieving a work environment which is free of accidents and ill health

Our health and safety policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects changing needs and circumstances of the business.



Steven McColl  
Managing Director