

Occupational Health and Safety Policy

Optima Health is the leading provider of dedicated onsite Occupational Health and Wellbeing services within the United Kingdom, and, as an organisation fully appreciates the potential OH&S implications to its employees, customers and others while servicing the needs of its customer base. Total commitment to the prevention of exposure and protection of employees, customers and others from OH&S risks resulting from our operations will be achieved through suitable selection, management, control and continual improvement of our personnel, activities and utilisation of resources.

Management of OH&S will be the responsibility of every employee irrespective of position, and, support for the organisations H&S policy and systems will be achieved through a company wide focus on OH&S issues with equal priority to our other core activities.

The organisations arrangements for OH&S management are to ensure compliance with legislative and stakeholder requirements as well as continual sustainable improvement which will be achieved through:

- Documentation of the OH&S plan identifying the stages of progression to achieve continual improvement in compliance with legislative and stakeholder requirements and attainment of a positive OH&S culture.
- Training and support for the management team to allow for the introduction of policies, procedures and risk assessments to ensure suitable and sufficient controls are introduced in accordance with the OH&S plan.
- Introduction and maintenance of systems and procedures in line with all current legislative and stakeholder requirements which will be documented and communicated through the H&S register which will be maintained and updated in line with the introduction or amendment of legislation.
- Ensuring all hazards are eliminated and risks are prevented where practicable or alternatively controlled to reduce the likelihood and severity of accidents or ill health.
- Key documented procedures in place of Hazard Identification, Risk Assessment & Determining Control; Fire Risk Assessment and Risk Management; HSE Procedures and Accidents, Incidents and Near Misses.
- Effectively communicating this policy throughout the organisation and making it available to interested parties as appropriate.
- Ensuring procedures are in place for consultation and participation of workers at all applicable levels.
- Establishing objectives for all staff in order to maintain and continually improve the H&S management system. Mandatory training courses in Health & Safety Awareness, Fire and DSE are via e-learning.

The organisation will look to monitor and review its Occupational Health and Safety performance through both reactive and proactive key performance indicators which will be used to identify areas for continual improvement. The organisation's objective and vision is to continually reduce its potential Health and Safety implications to its employees, customers and others through adopting the principles and practices of the current version of ISO 45001.