



Occupational Health Policy

Aims and strategy

Our aim is to ensure that no harm to our employees' health occurs as a result of our activities and to improve the monitoring and control of those activities that have the potential to impact on health.

Cases of occupational ill-health are often the result of prolonged exposure to a condition or substance, or prolonged or repeated undertaking of an activity.

We have reviewed our approach to occupational health and have increased the focus on managing occupational health systematically and effectively in our company.

Management systems

Occupational health management is subject to the same structure as for safety. There is a Company policy, and formal expectations set the context for the operating company, together with policy and guidance documents on a number of key issues.

We measure sickness absence data to provide a comprehensive view of the nature and scale of health issues among our workforce and to assist in setting priorities.

Health screening

Some of our larger clients employ resident occupational health nurses to carry out pre-employment and ongoing health screening and promotion and advice on general health and wellbeing. Where these services are available PGR will



endeavour to induce all tradespersons employed to make use of these facilities. Many for example have particular programmes for those health issues most relevant to our industry. These include, most notably, hand-arm vibration syndrome (HAVS), manual handling risks, audiometric disorders, stress, drugs and the abuse of alcohol and handling and exposure to substances hazardous to health, including asbestos. Where uncharted asbestos is encountered, the issue is handed over to accredited experts.

Health promotion

PGR Innovations encourage employees towards a healthy lifestyle outside the workplace.

Stress

Stress management arrangements, including counselling, awareness and recognition training are advised should PGR management feel it is appropriate.

Drugs and Alcohol

Drug tests on projects are increasing year on year, the deterrent effect produces a reducing number of positive results tests.

Performance

To date, there were no UK fatalities or retirements arising from work-related ill-health.

We have worked for **2237** continuous days on projects without harm to any employee or subcontractor employee.(to 31ST December 2011)