



## Occupational Health Statement

### Introduction

The health and wellbeing of employees is a core value of the Locker Group and the provision of occupational health is a key aspect of the company policy.

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

- Assisting with the identification and management of health risks.
- Establishing reasonable working hours, rest breaks, and shift rotations to prevent excessive fatigue.
- Encouraging staff to take regular breaks, including holidays and time off, to promote rest and recovery.
- Providing an employee assistance programme to help deal with personal and professional problems that could be affecting home life or work life, health, and general wellbeing.
- Providing training to increase understanding and awareness of mental health issues.
- Supporting those staff who are ill to remain at or return to work as appropriate.
- Improving work opportunities for those with disabilities.
- Managing work-related aspects of illness.
- The promotion of good health to better equip staff to do their work well and make informed lifestyle choices.

### Legal Compliance

Locker Group complies with all relevant health and safety legislation, including the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Control of Substances Hazardous to Health Regulations 2002 (COSHH), the Working Time Regulations 1998, and the Equality Act 2010.

The company also adheres to the UK GDPR and Data Protection Act 2018 for the secure management of occupational health records.

Health surveillance is undertaken where required by law or risk assessment.



## Our Commitment

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

## Managers/Supervisors

Will ensure that the health of employees is not adversely affected by their work through:-

- Proactively considering the effect of work activities on health, so enabling the introduction of appropriate measures to eliminate or minimise any adverse impact.
- Ensuring risk assessments are undertaken that consider work related health hazards.
- Providing appropriate information, instruction and training to staff with regards health risks.
- Ensuring the early intervention and management of work-related ill-health issues.
- Implementing the appropriate working arrangements, reasonable adjustments and support for staff that are identified as at particular risk.

## Employees

Will ensure that their own health and wellbeing is not adversely affected by their work through:-

- Making informed life choices with regard to their health.
- Informing their supervisor of any health condition that might affect or be affected by their work activities, the workplace or other persons.
- Co-operating with their supervisors and others with regard to the implementation of appropriate measures to control health risks in the workplace and elsewhere.



A handwritten signature in black ink, appearing to read "A. Campbell", enclosed within a rectangular box.

Andrew Campbell  
Chief Executive Officer  
Locker Group Ltd

6<sup>th</sup> January 2026