

Health & Wellbeing Policy Statement

J Coffey Construction Ltd is committed to providing a working environment which promotes and maintains the health and wellbeing of its staff and all other personnel engaged in work on our Projects and in our support offices. J Coffey Construction recognises the importance of investing in the health and welfare of its staff by providing a physical and social environment which is conducive to teaching, learning, living and working. The company will foster an ethos associated to **Fairness, Inclusion & Respect** towards all our employees and have a trained FIR ambassador to oversee the wellbeing within the work place.

In addition to meeting all legal requirements, we will take a proactive approach to workplace wellbeing by ensuring that mechanisms are in place to prevent work-related occupational health injuries and to promote good health amongst the workforce.

We will encourage the development of a culture in which managers take an interest in the health and wellbeing of their staff and employees themselves adopt a responsible approach to measures within their own control to keep healthy.

Our commitment to maintaining a fit, healthy, highly motivated workforce will be achieved by:

- The provision of regular occupational health support on all J Coffey sites, which will include the opportunity for all project staff to attend medical screening & wellbeing information where advice on exercise, diet and work/life balance will be available and should assist employees to make informed choices regarding lifestyle issues.
- Self-medical screening for all J Coffey employees in order to ascertain whether an individual is fit to perform the job for which he/she is being considered. Employees who will be undertaking safety critical roles will be required to undergo a full medical examination under CBH. Full account will be taken of the Disability Discrimination and Data Protection Acts.
- The promotion of healthy lifestyle choices
- The promotion of our Behavioural Safety programme
- Empowering individuals to develop the knowledge and understanding to make informed choices about their health, well-being and safety, and reducing risk-taking behaviour
- Implementing a Management of Road Risk programme
- Our approach to working time, flexible working and career breaks

- The provision of both 'with cause' and 'random' drugs & alcohol testing on all our sites and in our offices. We will also provide advice and help to any J Coffey employee who discloses a drugs or alcohol dependency.
- Encouraging our workforce to take responsibility for all aspects of their own health, which are within their own control, such as accepting and acting on advice provided in medical screening and visiting their GPs as and when required to ensure that routine tests are conducted and their health is regularly monitored.

This policy statement applies to all employees and other personnel engaged in J Coffey Construction operations.

Date: 01.09.19

Signed:



James Coffey
Managing Director

On behalf of J. Coffey Construction