

## P-67 Health and Safety Consultation Policy

This policy details the company's arrangements for engaging with stakeholders about health and safety issues that affect our business.

The company recognises it has a duty to consult workers or their representatives on health and safety matters. The law sets out how employees must be consulted in different situations and the different choices employers have to make. There are two regulations that require employers to consult their workforce about health and safety:

- the Safety Representatives and Safety Committees Regulations); and
- the Health and Safety (Consultation with Employees) Regulations.

The company recognises that consulting with employees has many benefits including employee engagement, employee motivation and increased productivity.

The company will consult employees or their representatives about the following:

- the introduction of any measure which may substantially affect their health and safety at work;
- arrangements for getting competent people to help the company comply with health and safety laws;
- Information on the risks and dangers arising from their work, measures to reduce or remove those risks and what employees should do if they are exposed to a risk;
- the planning and organisation of health and safety training;
- the health and safety consequences of introducing new technology.

We are committed to allow workers to participate fully in any consultation activities and we will share relevant information with the participants to facilitate an honest and open discussion around the issues. In addition, we are committed to ensuring that appropriate facilities are available for workers or their representatives to attend consultation activities.

**Approved by:** *Keith Montgomery*

**Date:** 07.01.2025

