



# Health and Wellbeing

## Policy

Ensure the supervision, support, and continued surveillance of employee health, considering the effects not only now but into the future.

## Company View

Surveillance and future planning are elements of health and safety that ensure our employees feel safe and respected. We will offer any support required to maintain the physical and mental wellbeing of our staff and look always at ways we can improve how we look after them.

## Key Objectives

Increase the scope of health surveillance carried out.

Achieve 100% of our training program for 2023.





# Communication and Engagement

## Policy

Top to bottom design, scrutiny and analysis of health and safety documentation and procedure through quarterly work groups comprising members from every level.

## Company View

The involvement of staff from all areas of the company creates a sense of belonging and joint responsibility. We pride ourselves on our Health and Safety Champions and the work groups that seek to improve not only the health but also the efficiency of our work. Only by involving everyone can we seek to improve health and safety for everyone.

## Key Objectives

Increase mental health discussions in the quarterly work groups.

Monitor the effectiveness of digital paperwork submissions to ensure suitability for all staff. .





# Leadership

## Policy

Maintain and promote active communication regarding health and safety issues, including mental health, by creating measurable and realistic objectives surrounding safety culture.

## Company View

The Board acknowledges and welcomes its responsibility to health and safety. We will continue our efforts to make this IDB a leading light in the industry. We see Health and Safety as a primary company function and will visibly continue to put it at the forefront of our future plans and goals.

## Key Objectives

Continue to have health and safety reports at Board level as part of the main agenda.

Be more visible to staff and increase openness for discussion through visits and meetings.





# Competence

## Policy

Encourage and monitor the provision of training, information, instruction, and supervision to ensure employee understanding of safe practice.

## Company View

The Board recognises the benefit of having professional, trained and dedicated staff. It provides us with a far more responsible and efficient work force that does not compromise on safety to achieve its goals. The Board supports the provision of all necessary training and seeks to go above and beyond the requirements of standard legislation and practice.

## Key Objectives

100% of the training program is implemented, monitored by reports from the competent person and Works Supervisor.

Review and give advice on where training can be improved and furthered into the future.





# Safe Working Environment

## Policy

Understanding the risks our employees face in their day to day tasks and providing practicable measures to control or eliminate the chance of harm.

## Company View

Understanding the hazards and the risks our work force faces every day is the only way the Board can look to reduce accidents and potential for harm. The work our staff do is dangerous at times, but that should be no excuse for not having everyone go home each evening. We take pride in our health and safety record and look for opportunities to reduce accidents and harm to zero.

## Key Objectives

Carry out and maintain full company risk assessments.

Act upon annual reports and safety inspections swiftly and provide adequate funding where it is needed.



**UPPER MEDWAY**  
**INTERNAL DRAINAGE BOARD**



SPEED  
LIMIT



**CAUTION**  
Heavy plant  
operating



PPE must  
be worn  
beyond  
this point

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# Performance and Improvement

## Policy

Encouraging and empowering all employees to report and challenge health and safety failings through provision of suitable documentation and process.

## Company View

The production, review and implementation of safety documents is a part of health and safety that should never sleep. The Board takes great pride in the steps we take to ensure site and worker safety. This also includes the safety of our contractors and visitors through vetting and responsible documentation demands.

## Key Objectives

Annually review and approve health and safety documentation at Board level.

Reduce the stress upon the work force by streamlining the documentation process.

