

## Company Policy Statement for Pregnant Workers.

The Management of Health and Safety at Work Regulations 1999 and the Maternity (Compulsory Leave) Regulations 1994 apply to any of our employees who are pregnant, breast feeding or who have given birth within the last six months. The Workplace (Health, Safety and Welfare) Regulations 1992 require us to provide rest facilities for new or expectant mothers.

Our risk assessments cover new and expectant mothers. Female workers will be informed of any additional risks they may face if they become pregnant or are breast-feeding.

We recognise the extra vulnerability of pregnant and nursing mothers and additional risk assessments will be made when a woman notifies her manager that she is pregnant. Additional measures will be applied for six months after the birth.

We are only required by law to take extra precautions for pregnant or nursing mothers if we are notified of their condition. If pregnant employees do not provide confirmation from their medical practitioner, we will request medical confirmation.

Our display screen equipment workstations are properly assessed and controlled and there is no additional risk to pregnant women or nursing mothers.

Additional risks to pregnant women and nursing mothers will be minimised, taking into account, in particular, any issues linked to:

- extended shift work
- strenuous manual handling
- sitting or standing for long periods
- working in extremes of temperatures, such as in cold stores
- working in areas or on surfaces with a higher risk of slips, trips or falls
- activities which prevent the employee leaving the work area for rest or to use toilet facilities
- any case where the medical practitioner of a pregnant woman or nursing mother states that her normal work could affect her health and safety

As required by law, if additional risks to pregnant women and nursing mothers cannot reasonably be reduced, we will find alternative work (with no loss of terms and conditions), or authorise paid leave if alternative work is not available.

We will provide a private rest area for pregnant women and nursing mothers, where smoking is not permitted. The rest area will be situated as near as possible to sanitary facilities.

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