

## PREGNANCY AT WORK POLICY

We recognise that the health and safety of staff who are pregnant, their unborn children, nursing mothers and their babies, and even the ability to become pregnant, can be affected by some work activities.

It is important, therefore, that we carry out risk assessments on the activities carried out by female staff of child-bearing age. We will:

- Identify any activities which may put at risk, female staff of child-bearing age, pregnant staff, their unborn children or breast-fed babies
- Carry out 'pregnant worker' risk assessments on the activities carried out by female staff of child-bearing age
- Introduce additional control measures, where necessary, to protect those at risk
- Bring the results of the assessments to the attention of relevant staff
- Ensure female staff are aware of the need to report pregnancy to management as soon as it is known, and that this information will be held in confidence
- Re-assess an individual's work activities and conditions when we have been formally notified that they are pregnant, have given birth within the previous six months or are breast-feeding
- Comply with employment law on this subject

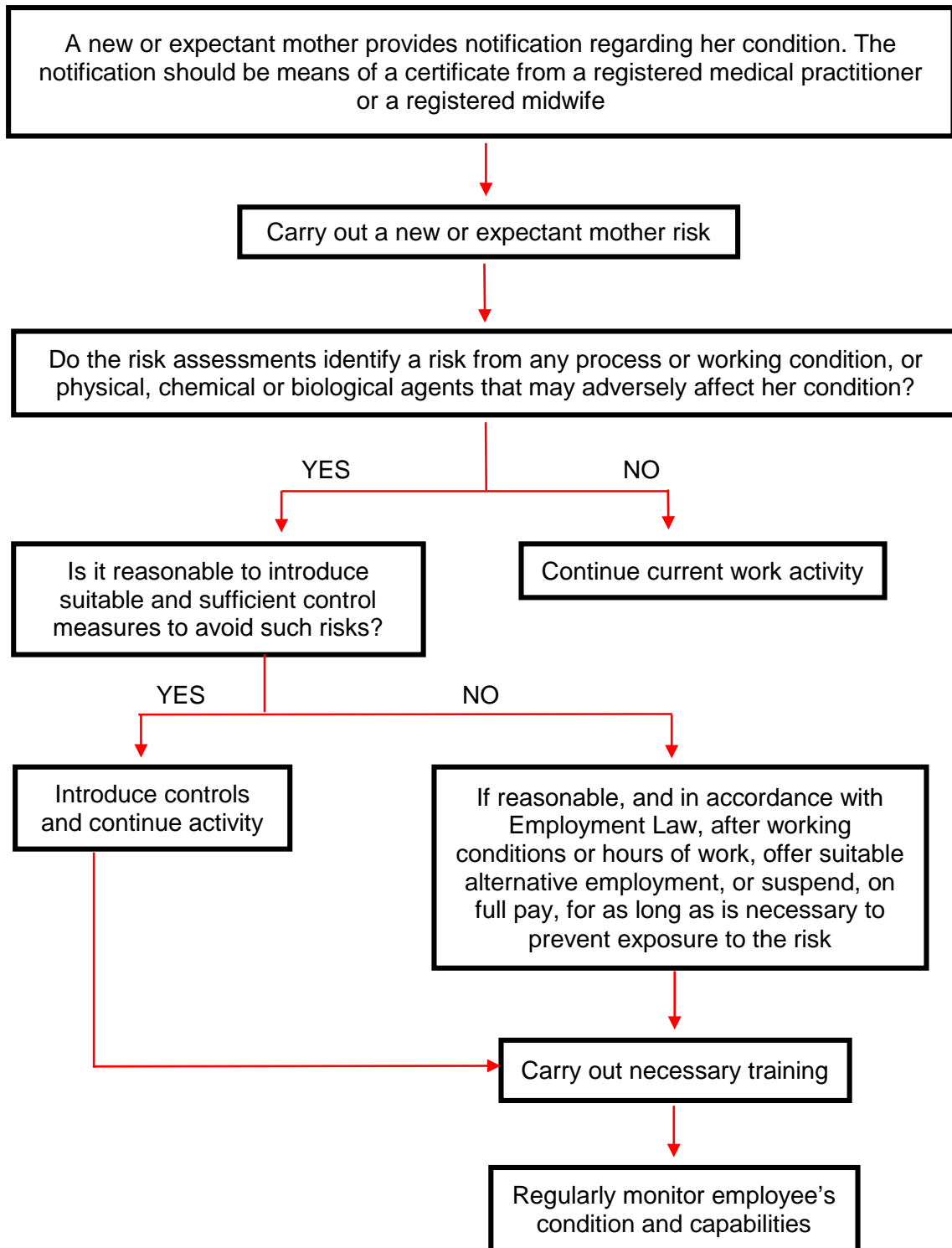
### What specific risks should we consider

Your workplace risk assessment must specifically consider any risks to the health and safety of a new or expectant mother, or that of her baby.

Possible risks include:

<p><b>Physical agents</b></p> <ul style="list-style-type: none"> <li>• Movements and postures</li> <li>• Manual handling</li> <li>• Shocks and vibrations</li> <li>• Noise</li> <li>• Radiation (ionising and non-ionising)</li> </ul>	<p><b>Working conditions</b></p> <ul style="list-style-type: none"> <li>• Facilities (including rest rooms)</li> <li>• Mental and physical fatigue, working hours</li> <li>• Stress (including post-natal depression)</li> <li>• Passive smoking</li> <li>• Temperature</li> <li>• Working with visual display units (VDUs)</li> <li>• Working alone</li> <li>• Working at height</li> <li>• Travelling</li> <li>• Violence</li> <li>• Personal protective equipment</li> <li>• Nutrition</li> </ul>
<p><b>Chemical agents</b></p> <ul style="list-style-type: none"> <li>• Toxic chemicals</li> <li>• Mercury</li> <li>• Pesticides</li> <li>• Carbon monoxide</li> <li>• Lead</li> </ul>	

## NEW AND EXPECTANT MOTHERS PROCEDURE



NOTE: The requirement to use this procedure for new mothers only applies to the first six months after birth unless the employee continues to breastfeed and has notified us.

## WOMEN OF CHILD BEARING AGE PROCEDURE

