

NEW AND EXPECTANT MOTHERS' POLICY

The Director and Management team of Phoenix Brickwork (UK) Ltd recognise that new and expectant mothers may be put at additional risk by some workplace activities.

We further recognise that we have a specific duty under the Management of Health and Safety at Work Regulations 1999 to carry out an assessment of those risks and to ensure that the risks are controlled as far as reasonably practicable.

Employees are required to inform the Senior Management if they become pregnant so that a risk assessment can be carried out.

New employees who are new or expectant mothers are encouraged to inform management so appropriate support and risk assessments can be arranged.

Arrangements

The HR Director or Managing Director will:

1. Ensure that a risk assessment is carried out for all employees that fall within the definition of a new and expectant mother as defined in the Management of Health & Safety at Work Regulations and the associated guide.
2. Risk assessments will consider work activities including manual handling, work at height, vibration, dust exposure, hazardous substances, welfare facilities, fatigue, working hours, and site access arrangements.
3. Ensure that all employees are aware of the requirement of the new and expectant mother to inform Senior Management of their condition so that the assessment can be carried out.
4. Risk assessments will be reviewed regularly and updated where work activities or circumstances change.
5. Where significant risks are identified, the Company will consider adjustments to work activities, working hours, duties, or workplace arrangements to reduce risks so far as reasonably practicable.
6. Personal information relating to pregnancy or health will be handled confidentially in accordance with UK GDPR and Data Protection Act 2018 requirements.

Signed:



Mr Christian Watson
Group Chairman

30th October 2025

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