

# PSYCHOSOCIAL & RISK POLICY

TAO Cleaning Ltd has defined this Psychosocial & Risk Policy and made it available to employees and other interested parties. The Psychosocial & Risk Policy demonstrates top management's leadership and commitment to managing Psychosocial risk and promoting well-being at work.

TAO Cleaning Ltd has established measurable Psychosocial objectives which are consistent with this Policy and has implemented plans to ensure that those objectives can be achieved for the management of Psychosocial risk.

The Psychosocial & Risk Policy is approved by top management and is displayed in the work/prominent areas of all working locations or otherwise effectively communicated to all staff and others affected by its activities. Periodically, top management reviews the Policy for its continuing suitability, adequacy and effectiveness and this is updated and re-issued as required. The Psychosocial & Risk Policy includes a commitment to satisfy all applicable requirements and continual improvement of all aspects of occupational health in the workplace. TAO Cleaning Ltd is committed to:

- Preventing ill health and injuries related to Psychosocial risk and promoting well-being at work
- Protecting our workers from reprisals and/or threats for reporting incidents, hazards, risks and opportunities
- Ensuring whistleblowers, victims, witnesses and those who report or raise workplace Psychosocial risk concerns are protected
- Empowering our workers and ensuring they are competent to fulfil their roles and responsibilities to identify and manage Psychosocial risk
- Enhancing worker participation and removing barriers that can limit this
- Actively engaging workers in a continual dialogue on how Psychosocial risk is managed
- Determining the effectiveness of managing and preventing Psychosocial risk within this Management System by obtaining and providing feedback during implementation and operation
- Supporting and encouraging our workers to actively participate in the management of Psychosocial risks in the workplace
- Fulfilling legal requirements and all requirements that are related to health, safety and well-being at work
- Ensuring, and where appropriate, consulting with our interested parties and worker representatives to assist with the management of Psychosocial risks.

This Policy supports the Organisation’s Health and Safety Policy and should be used in conjunction with it.

Date Of Issue	Signed By
08/01/2024	NV
Date Of Next Review	Print Name
08/01/2025	Nerile Veliuonaite