

Workplace Welfare Policy

Introduction

A Bright Solution Ltd. recognises that a safe and healthy work environment is not only a legal requirement but also contributes to staff satisfaction, can increase productivity, and may lower absenteeism, which in turn will assist us in achieving our wider objectives.

It is our policy to:

1. Provide a comfortable work environment which is safe and without risk to health.
2. Control the following factors affecting our general working environment to ensure compliance with legislation:
 - Temperature
 - Ventilation
 - Lighting, including emergency lighting
 - Individual workspace requirements
 - General layout of work areas
 - Waste disposal, including contaminated or hazardous waste.
3. Provide and maintain safe access to and egress from the workplace.
4. Segregate pedestrian and vehicle movements wherever possible to avoid the risk of injury.
5. Ensure safe materials are used in glazed panels and windows and that maintenance and cleaning can be carried out in a safe manner.
6. Keep floors and walkways clean, and free from obstruction and slipping and tripping hazards.
7. Provide and maintain the following welfare facilities:
 - An adequate number of toilets for the gender mix at our premises
 - Washing, changing, and clothing storage facilities where appropriate
 - Rest areas, including arrangements for non-smokers to avoid inhalation of smoke
 - Rest facilities for pregnant workers and nursing mothers.
8. Ensure the workplace, its equipment, services and facilities are maintained.
9. Monitor our arrangements to ensure we maintain acceptable standards of hygiene and cleanliness in our workplace and facilities.

Prevent a build up of waste in the workplace by disposal in accordance with current health, safety and environmental requirements. This includes any controlled or contaminated waste that may be generated.

Signed.....
Mick Barrett
Director
8th August 2025

Signed.....
Sam Pailor
Director
8th August 2025