

---

## STAFF HEALTH & SAFETY CONSULTATION PROCESS

Once every month the Marisco management team hold a meeting to review and address any matters that may affect the operation of its health and safety policy in the work place.

Employees are invited to ask their line manager's permission to take up the open invitation to attend the meeting to raise a health and safety issue they wish the management to consider.

Alternatively, employees can use this form to table a concern for discussion at the meeting.

The dates of future meetings and minutes of past ones are published on the Marisco website.

---

**Please give details of the health and safety issue you wish to be tabled for discussion at the next staff consultation meeting:**

Please deliver the form to Ralph Elliott-King at Unit 5, West Howe Industrial Estate, Elliott Rd, Bournemouth, BH11 8JY. You can put your name to the form or leave it anonymous.

---

We operate an open consultation process on health and safety issues at all times. Employees should not wait for the next meeting if you feel your own welfare, health or safety is being put at unnecessary or unreasonable risk. Do not hesitate to stop working and report the matter to senior management immediately.

Far too many accidents happen in the workplace because peer-group pressure creates a situation where workers feel they must take unreasonable risks they would not normally take just to keep the peace, or fit-in with others. It is the policy of this company to unreservedly support the decision of any worker who stops what they are doing because they feel their welfare, health or safety are being put at risk. Furthermore, we will investigate any report of a worker or manager who encourages others to undertake unsafe working practices, and treat such unacceptable behavior as a serious disciplinary employment matter, which if proven will lead to their immediate dismissal.