

## 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 are required to inform Senior Management if they are a new or expectant mother and this should be done immediately after employment begins.

### Arrangements

The Company Secretary 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. 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.

Signed:



Mr Christian Watson  
Group Chairman

30th October 2025

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