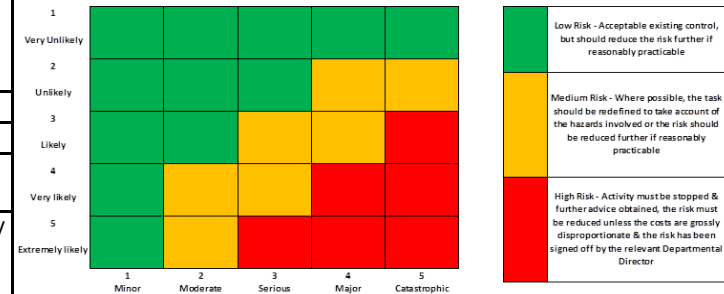


### Health & Wellbeing Risk Assessments

#### INDEX

| Number  | Assessment Title   | Date       |
|---------|--|------------|
| HWRA-01 | Legionellosis  | April 2025 |
| HWRA-02 | Mental Wellbeing   | April 2025 |
| HWRA-03 | Pandemic Infection Risk – Customer Sites                       | April 2025 |
| HWRA-04 | Pandemic Infection Risk – TMHUK Premises                       | April 2025 |
| HWRA-05 | Homeworking  | April 2025 |
| HWRA-06 |  |            |
| HWRA-07 |  |            |
| HWRA-08 |  |            |
| HWRA-09 | Working risks in relation to an implanted cardiac device (ICD) | April 2025 |
|         |  |            |
|         |  |            |
|         |  |            |
|         |  |            |
|         |  |            |
|         |  |            |
|         |  |            |
|         |  |            |
|         |  |            |

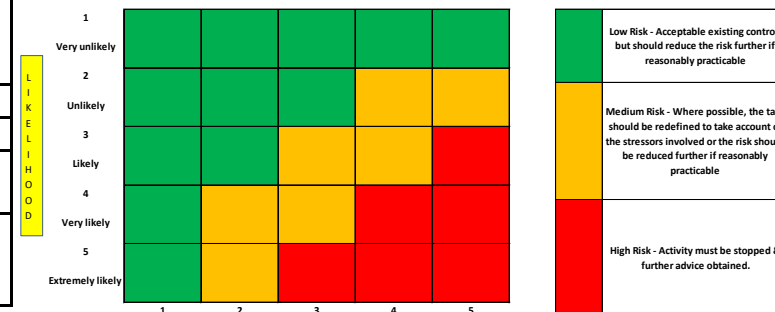
|   |                               |  |                   |
|---|-------------------------------|--|-------------------|
| <b>Assessment Title (Task, pA1:N15rocess, equipment or facility)</b>              |                               | <b>Legionellosis (Legionnaires Disease)</b>  |                   |
| <b>Location</b>   | <b>TMHUK Business Centres</b> | <b>Date</b>  | <b>01/04/2025</b> |
|   |                               | <b>Review date</b>   | <b>31/03/2026</b> |
| <b>Prepared By (Team)</b>   |                               | <b>Richard Lewis</b>   |                   |
| <b>Legal / Best Practice Requirements / links to other assessments (eg COSHH)</b> |                               | Management of Health & Safety at Work Regs / Workplace (Health, Safety & Welfare) Regs, Health & Safety at Work Act, Management of Health & Safety at Work Regulations |                   |



| Hazard   | Risk                                     | Effect (Who / what affected)                                       | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)  | Action by and when |
|--|--|--|--------------|----------|------------|---|-------------|----------|------------|--|--------------------|
|  |  |  | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |  |                    |
| Contraction of Legionella through inadequate controls of water temperatures              | Risk of contracting Legionnaires disease | TMHUK team members / site visitors / contractors/ any other person | 2            | 4        | M          | 1. All water outlets to undergo monthly water temperature checks, both hot and cold, with results recorded in accordance with SM-50.<br>2. Cold water outlet temperature must be below 20 degrees C after running the water for two minutes.<br>3. Hot water outlet temperature must be above 50 degrees C within one minute of running water.  | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. |                    |
| Contraction of Legionella through inadequate control of little used outlets and showers. | Risk of contracting Legionnaires disease | TMHUK team members / site visitors / contractors/ any other person | 2            | 4        | M          | 1. All little used water outlets and showers are to be identified and controlled as detailed in SM-50<br>2. All showers and little used water outlets to be flushed through for a continuous period of no less than 5 minutes each week and recorded on the form Q041.  | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. |                    |
| Contraction of Legionella through inadequate control of unused outlets                   | Risk of contracting Legionnaires disease | TMHUK team members / site visitors / contractors/ any other person | 2            | 4        | M          | 1. Unused outlets are to be identified with controls put in place.<br>2. Unused outlets should be switched off at the mains / isolated and where possible they should be drained and capped off.<br>3. If the outlets are to be reintroduced then a specific risk assessment is to be compiled, with considerations of PPE and slowly turning supply on to avoid splashes /droplets/vapour. | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. |                    |
| Contraction of Legionella through inadequate control of dead legs and redundant pipework | Risk of contracting Legionnaires disease | TMHUK team members / site visitors / contractors/ any other person | 2            | 4        | M          | 1. These pipes should be identified and removed if possible.<br>2. If removal is not possible then consideration should be given to altering the system so water flows through them.<br>3. Any disruption to these systems requires a specific risk assessment.   | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. |                    |
| Contraction of Legionella through inadequate control of water storage tanks              | Risk of contracting Legionnaires disease | TMHUK team members / site visitors / contractors/ any other person | 2            | 4        | M          | 1. TMHUK premises currently occupied do not have any open hot or cold water storage tanks.<br>2. Sealed units for hot water are provided and maintained by heating contractors as necessary.  | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. |                    |

| Hazard   | Risk                                     | Effect (Who / what affected)                                       | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)  | Action by and when |
|--|--|--|--------------|----------|------------|---|-------------|----------|------------|--|--------------------|
|  |  |  | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |  |                    |
| Contraction of Legionella through inadequate control of air conditioning systems | Risk of contracting Legionnaires disease | TMHUK team members / site visitors / contractors/ any other person | 2            | 4        | M          | 1. All TMHUK premises use split system air conditioning.<br>2. These systems do not create water droplets and/or mist that potentially increase the risk of legionella.<br>3. All air conditioning systems are maintained by external contracted specialists. | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. |                    |

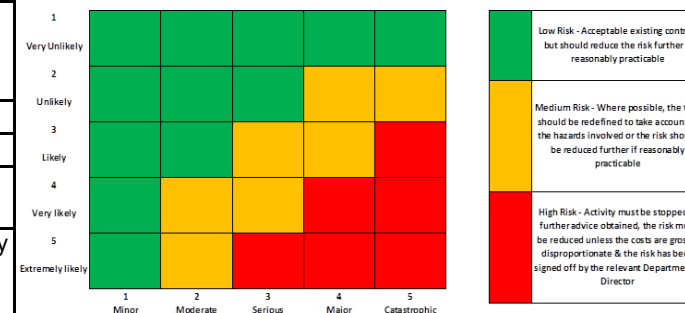
|  |  |  |                   |
|--|--|--|-------------------|
| <b>Assessment Title</b> (Task, process, equipment or facility)         |  | <b>Mental Wellbeing Risk Assessment</b>  |                   |
| <b>Location</b>  | <b>All business areas including mobile workers</b> | <b>Date</b>  | <b>01.04.2025</b> |
|  |  | <b>Review date</b>   | <b>31.03.2026</b> |
| <b>Prepared By (Team)</b>  |  | <b>E Greaves, M Clark</b>  |                   |
| <b>Legal / Best Practice Requirements / links to other assessments</b> |  | Health and Safety at Work etc Act 1974<br>Management of Health & Safety at Work Regs<br>PS-024 Team Member Wellbeing & Support |                   |



| Potential Stressors Identified                            | Risk                     | Effect (Who / what affected)          | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)   | Action by and when |
|---|--------------------------|---------------------------------------|--------------|----------|------------|---|-------------|----------|------------|---|--------------------|
|   |                          |                                       | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |   |                    |
| Personal Issues   | Ill health due to stress | Individual team member mental health. | 3            | 3        | M          | It is recognised that controlling personal issues within a team members environment is very difficult for an employer. Regular communication between team members and other team members, leaders etc, along with communication support provided by the company is considered the best way to support individuals with these issues.<br>TMHUK have clear pathways for support through the Employee assistance Program, Ask Phill, Dedicated email response, Keep in Touch days plus the provision of trained mental wellbeing first aiders. Company communications regularly remind team members of the support available.                                    | 2           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| Physical working conditions such as noise, heat, lighting | Ill health due to stress | Individual team member mental health. | 3            | 3        | M          | TMHUK have an in depth risk assessment process to identify and control these types of hazards. The various internal and external audit process via TMHUK internal auditors, internal leaders and external assessment bodies verify the controls are in place and include corrective and preventive measures for non-conformances.<br>Systems such as Agile, PPDR, team meetings, Near Miss/Unsafe Circumstances reports are accessible to all team members to raise concerns.   | 1           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| Working relationships with leaders                        | Ill health due to stress | Individual team member mental health. | 2            | 3        | L          | TMH company values require all team members to respect each other and all stakeholders, treating all with dignity and without any form of discrimination. However the company recognises that on occasion there may be relationship breakdown between team members and leaders. TMHUK provides and promotes good communication between all team members and leaders via Agile, PPDR and team meetings as a minimum requirement.<br>In the event of a relationship breakdown procedures are in place to manage grievances and support those in difficulty - refer to HR Policies and Procedures. Further guidance is available for leaders on the Leaders Hub. | 2           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |

| Potential Stressors Identified          | Risk                     | Effect (Who / what affected)          | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)  | Action by and when |
|---|--------------------------|---------------------------------------|--------------|----------|------------|---|-------------|----------|------------|--|--------------------|
|   |                          |                                       | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |  |                    |
| Working relationships with team members | Ill health due to stress | Individual team member mental health. | 2            | 3        | L          | Manifestation of physiological ailments may have psychological challenges as a root cause. Monitoring of sickness, especially short term is important to help spot any trends with team members. Advice is given in the Leaders hub on the monitoring of inter team member relations and conflict resolution. Agiles, PPDR's and catch up meetings give ideal opportunities to assess any possible problems before they reach the stage of showing physiological illness.   | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary</b> |                    |
| Travel requirements                     | Ill health due to stress | Individual team member mental health. | 2            | 3        | L          | Long periods of driving can create stress, especially during peak traffic periods. Dividing technicians and sales into designated geographical areas is a way of managing the time spent travelling for the majority of company vehicle users. Telematics adds additional management for technicians. Policy PS-006 overviews driving and the drivers handbook adds additional information. Introduction of an App to help drivers understand driving behaviour will also help team members understand the importance of regular breaks, defensive driving and general wellbeing when driving | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary</b> |                    |

|   |                          |   |                   |
|---|--------------------------|---|-------------------|
| <b>Assessment Title (Task, process, equipment or facility)</b>                    |                          | <b>Pandemic Infection Risk</b>  |                   |
| <b>Location</b>   | <b>Customer Premises</b> | <b>Date</b>   | <b>01/04/2025</b> |
|   |                          | <b>Review date</b>  | <b>31/03/2026</b> |
| <b>Prepared By (Team)</b>   |                          | <b>E Greaves (QHSE Manager)</b>   |                   |
| <b>Legal / Best Practice Requirements / links to other assessments (eg COSHH)</b> |                          | Management of Health & Safety at Work Regs / Workplace (Health, Safety & Welfare) Regs, Health & Safety at Work Act, Management of Health & Safety at Work Regulations. |                   |



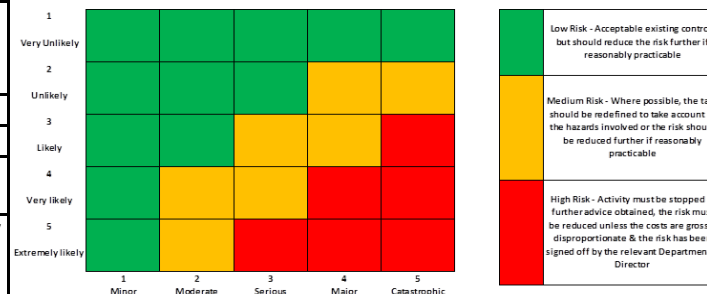
| Hazard   | Risk  | Effect (Who / what affected)                                       | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)  | Action by and when |
|--|---|--|--------------|----------|------------|---|-------------|----------|------------|--|--------------------|
|  |   |  | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |  |                    |
| Inadequate site controls   | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. TMHUK team member to confirm suitable site control measures are in place and monitor throughout the visit.<br>2. Confirmation that there are adequate social distancing controls in place by all site attendees<br>3. Confirmation that adequate hand washing facilities are available on site<br>4. Site specific controls will be adopted if they exceed the requirements of TMHUK controls  | 2           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity |                    |
| TMHUK team member/contractor/customer team member showing symptoms | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 4            | 4        | H          | 1. TMHUK team member will monitor, prior to work and throughout the day for any person showing symptoms.<br>2. Symptoms as advised by governing bodies.<br>3. Anyone showing possible symptoms will be reported to the site contact.  | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity |                    |
| Insufficient segregation of work area from other site workers      | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | L          | 1. Prior to work commencing TMHUK team member will ensure sufficient segregation of work area from other site activities and that no encroachment can take place.<br>2. The preferred option is to work outside, in a safe area (refer to SWP-01 Work Area) if suitable and the weather permits.<br>3. Warning tape and safety cones are provided to enable TMHUK team members to define their work area.<br>4. TMHUK team members have the authority to stop work if their work area is encroached.<br>5. TMHUK team members are advised to wear a face covering in areas where social distancing is not possible, such as welfare facilities. | 1           | 3        | L          | TMHUK team member must stop work and contact their leader and site representative if they have any concerns.                           | All - ongoing      |

| Hazard  | Risk  | Effect (Who / what affected)                                       | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)   | Action by and when |
|---|---|--|--------------|----------|------------|---|-------------|----------|------------|---|--------------------|
|   |   |  | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |   |                    |
| Insufficient hand cleaning facilities         | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. Site will provide access to hand washing facilities. If the site operative does not provide facilities the TMHUK team member must ensure they have enough of their own hand soap to complete the work safely.<br>2. TMHUK will provide hand washing soap and sanitiser.<br>3. Frequent hand washing/sanitising should be carried out and always before eating, drinking, smoking and following use of shared touch surfaces such as tools, manuals, vending machines, door handles, MHE etc.   | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity</b> | All - ongoing      |
| Insufficient social distancing                | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. TMHUK team member will inform all those involved in the work that they must maintain a social distance.<br>2. If there is any activity that is a 2 man or more job that cannot provide social distance, each team member is advised to wear a face mask.<br>3. Do not pass your electronic device to the customer, follow the advice given.<br>4. If the customer requests completion of a Permit to Work or any other documentation, use your own pen and wear disposable gloves. Sanitise immediately after completion. Maintain social distance.  | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity</b> |                    |
| Jobs requiring more than 1 person             | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. If a job requires more than one person a risk assessment must be carried out.<br>2. The risk assessment may not need to be documented (see point 2) however the following must be adopted in the order listed:<br>Is this job essential to ensure the correct safe operation of the equipment?<br>if yes can the job be delayed until a later date,<br>if no can the job be carried out in a different way by just one person,<br>if no can the job be planned so the people involved do not breach social distance guidance,<br>if no the job should be carried out in a well ventilated area, outside if possible and safe, wear face masks, try not to work face to face and keep the job to as short a time as possible. | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity</b> |                    |
| Insufficient PPE and improper use of such PPE | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. TMHUK will provide, in addition to any standard PPE, sufficient disposable gloves and face masks/visors<br>2. TMHUK team member will ensure that PPE is worn appropriately, in line with their training and manufacturers recommendations.<br>3. Always avoid touching your face with or without gloves.<br>5. Used face masks/coverings can be disposed of as general waste through normal streams.   | 1           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity</b> |                    |

| Hazard   | Risk  | Effect (Who / what affected)  | Initial Risk |          |            | Current Controls (inc practices/ procedures)   | Actual Risk |          |            | Additional Controls (inc practices/ procedures)   | Action by and when |
|--|---|---|--------------|----------|------------|--|-------------|----------|------------|---|--------------------|
|  |   |   | Likelihood   | Severity | Risk Level |  | Likelihood  | Severity | Risk Level |   |                    |
| Potentially contaminated MHE                             | Passing or receiving infection from/to another person | TMHUK team members  | 2            | 3        | L          | 1. The TMHUK team member must wipe down the common touch points before work.<br>2. Gloves should be worn at all times and changed for new if they become ripped or torn.<br>3. Spray a cloth with hard surface cleaner or another cleaning product and wipe down the regularly touched areas such as steering wheel/tillar arm, hydraulic controls, switches etc. Dispose of the cloth immediately.<br>4. Do not spray the product directly onto the truck, this could potentially distribute any settled infectious droplets.   | 1           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| Potentially contaminated shared equipment                | Passing or receiving infection from/to another person | TMHUK team members  | 2            | 3        | L          | There may be a number of situations where it is necessary to share equipment between TMHUK team members and on occasion customer's employees. Examples include but are not limited to tools, IT equipment, vending machines, tea/coffee making facilities, workshop manuals, stationary, welfare facilities, lifting equipment, ladders, brush and shovel etc. These situations require additional good hygiene, cleaning/sanitising hands before and after use, cleaning the equipment before and after use. The sharing of equipment should be kept to a minimum and team members should provide their own cups, water bottles, cutlery etc. | 1           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| High risk team members, considered clinically vulnerable | Serious effects if the disease is contracted          | Individual team member may, due to underlying conditions, be more severely affected | 3            | 4        | M          | 1. TMHUK will try to identify those with underlying illnesses via Reasonable Adjustment forms, surveys, shielding letters, health surveillance results, direct communications from team members, communications from TMHUK asking for information from team members, leaders knowledge of their teams.<br>2. TMHUK will consider older team members who may be at additional risk.<br>3. TMHUK may restrict access to certain areas of our and our customer premises if deemed appropriate.  | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| Identified high risk customer sites                      | Passing or receiving infection from/to another person | TMHUK employees / customer / 3rd party contractors / site visitors                  | 3            | 4        | M          | If any customer sites are identified as high risk, perhaps due to high numbers of cases or failure of the site to implement the government guidelines, a site specific risk assessment will be completed and appropriate controls implemented. Refer to your Leader  | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |



|   |                       |  |                   |
|---|-----------------------|--|-------------------|
| <b>Assessment Title (Task, process, equipment or facility)</b>                    |                       | <b>Pandemic Infection Risk</b>   |                   |
| <b>Location</b>   | <b>TMHUK Premises</b> | <b>Date</b>  | <b>01/04/2025</b> |
|   |                       | <b>Review date</b>   | <b>31/03/2026</b> |
| <b>Prepared By (Team)</b>   |                       | <b>E Greaves (QHSE Manager)</b>  |                   |
| <b>Legal / Best Practice Requirements / links to other assessments (eg COSHH)</b> |                       | Management of Health & Safety at Work Regs / Workplace (Health, Safety & Welfare) Regs, Health & Safety at Work Act, Management of Health & Safety at Work Regulations, Coronavirus Regulations 2020 |                   |



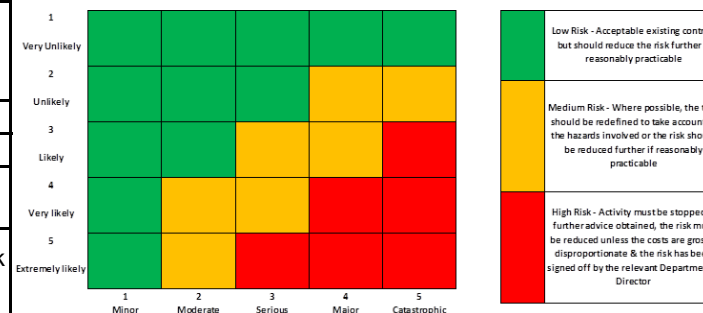
| Hazard  | Risk  | Effect (Who / what affected)                                       | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)  | Action by and when |
|---|---|--|--------------|----------|------------|---|-------------|----------|------------|--|--------------------|
|   |   |  | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |  |                    |
| Inadequate site controls                      | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. TMHUK management team and the Depot Responsible Person to ensure the following controls are in place:<br>a) Communication updates to all team members advising of current covid situation.<br>b) Any additional hand cleaning stations will be in place and team members are advised to use these regularly.<br>c) Team members are advised to wear a face covering in small enclosed areas such as toilets and kitchens where social distancing may be compromised for short periods.<br>d) Team members are encouraged be vigilant and to advise their leader if showing any symptoms  | 2           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity |                    |
| Heating, Ventilation, Air Conditioning (HVAC) | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 1            | 4        | L          | 1. Depot HVAC systems will be assessed and advice taken from service providers.<br>2. Consideration will be taken on the risk of spreading the virus via air conditioning systems.<br>3. Air conditioning systems will be maintained in line with the service providers recommendations.<br>4. Wherever possible, windows and doors should be opened to allow fresh air/natural ventilation to enter the space and support dilution. The air conditioning systems should be used for limited times only (max 15 minutes) to achieve the required temperature and then switched off allowing natural ventilation within the room. Single use offices can use air conditioning for longer periods.<br>5. The use of desk or other fans should be avoided however it is recognised that in extreme temperatures these may be required for personal comfort. If used, natural ventilation via open doors/windows/vents must be provided. The fan should be used on a low setting and directed at the individual team member. Fans placed in front of an open window or door (to fresh air), in order to draw in additional fresh air is acceptable. | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity |                    |

| Hazard   | Risk  | Effect (Who / what affected)                                       | Initial Risk |          |            | Current Controls (inc practices/ procedures)   | Actual Risk |          |            | Additional Controls (inc practices/ procedures)   | Action by and when |
|--|---|--|--------------|----------|------------|--|-------------|----------|------------|---|--------------------|
|  |   |  | Likelihood   | Severity | Risk Level |  | Likelihood  | Severity | Risk Level |   |                    |
| TMHUK team member/contractor/customer team member showing symptoms   | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 4            | 4        | H          | 1. TMHUK team members will monitor, prior to work and throughout the day for any person showing symptoms.<br>2. Anyone showing possible symptoms will be asked to leave site immediately and TMHUK HR team will be informed.   | 1           | 4        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity</b> |                    |
| Insufficient segregation in work area and welfare facilities from other persons. Insufficient social distance. | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | L          | 1. Occupancy levels will be assessed by QHSE & HR.<br>2. Team members are expected to show respect for all other persons space and demonstrate levels of social distance. If close contact is necessary team members are requested to wear a face mask.<br>3. Team members are requested to wear a face mask in confined spaces such as toilets and kitchens.<br>4. For 2 person jobs that do not allow for social distance team members are requested to wear a face mask.<br>5. Agreements can be developed with individual couriers etc to negate the need for document signing. If signage is essential, hands should be sanitised prior to and following the signature.<br>6. TMHUK team member must contact their leader immediately if social distancing is not maintained. | 1           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity</b> |                    |
| Insufficient hand cleaning facilities  | Passing or receiving infection from/to another person | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. TMHUK management will provide access to hand washing facilities. Additional sanitisers have been provided throughout the depots.<br>2. Frequent hand washing is encouraged by TMHUK management and at least before eating, drinking or smoking. Hands must be washed after touching shared contact surfaces such as door handles, printer controls etc.   | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary</b>                                  |                    |
| Potentially contaminated shared equipment  | Passing or receiving infection from/to another person | TMHUK team members   | 2            | 3        | L          | There may be a number of situations where it is necessary to share equipment. Examples include but are not limited to tools, IT equipment, vending machines, tea/coffee making facilities, workshop manuals, stationary, welfare facilities, lifting equipment, ladders, brush and shovel etc. These situations require additional good hygiene, cleaning/sanitising hands before and after use, cleaning the equipment before and after use.<br>The sharing of equipment should be kept to a minimum and team members should provide their own cups, water bottles, cutlery etc.  | 1           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary</b>                                  |                    |
| Travel to/from the workplace, depot, customer site etc   | Passing or receiving infection from/to another person | TMHUK team member  | 3            | 3        | M          | 1. Team members who need to share the same company vehicle must wear a face mask whilst in the vehicle.<br>2. Team members travelling to depots in private vehicles are advised to wear a face mask if sharing with another person not part of their household.<br>3. TMHUK recommend all team members to use a face covering when using public transport.   | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary.</b>                                 |                    |

| Hazard  | Risk   | Effect (Who / what affected)                                       | Initial Risk |          |            | Current Controls (inc practices/ procedures)   | Actual Risk |          |            | Additional Controls (inc practices/ procedures)  | Action by and when |
|---|--|--|--------------|----------|------------|--|-------------|----------|------------|--|--------------------|
|   |  |  | Likelihood   | Severity | Risk Level |  | Likelihood  | Severity | Risk Level |  |                    |
| Jobs requiring more than 1 person                           | Passing or receiving infection from/to another person                                    | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. If a job requires more than one person consider:<br>a) is this job essential, if yes can the job be delayed until a later date,<br>b) if no can the job be carried out in a different way by just one person,<br>c) if no can the job be planned so the people involved do not breach social distancing,<br>d) if no the job should be carried out in a well ventilated area and outside if possible and safe. Wearing face masks is advised, try not to work face to face and keep the job to as short a time as possible.   | 2           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity |                    |
| Insufficient PPE and improper use of such PPE               | Passing or receiving infection from/to another person                                    | TMHUK team members / site visitors / contractors/ any other person | 3            | 3        | M          | 1. TMHUK will provide, in addition to any standard PPE, sufficient disposable gloves and face masks/visors.<br>2. TMHUK team member will ensure that PPE is worn appropriately, in line with the manufacturers and TMHUK recommendation and seek advice from their leader or QHSE if in any doubt.<br>3. The wearing of a face covering is not mandatory as standard however the company reserve the right to implement the requirement for face coverings on an individual depot/department basis if the QHSE Director and/or QHSE Manager request this.  | 1           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor throughout the activity |                    |
| Potentially contaminated MHE or office furniture, doors etc | Passing or receiving infection from/to another person                                    | TMHUK team members   | 2            | 3        | L          | 1. Disposable gloves are available (not mandatory).<br>2. Spray a cloth with hard surface cleaner or another cleaning product and wipe down the regularly touched areas such as steering wheel/tillor arm, hydraulic controls, switches, desks, keyboards etc. Dispose of the cloth immediately.<br>3. Do not spray the product directly onto the equipment, this could potentially distribute any settled infectious droplets.<br>4. Offices will maintain cleaning contracts to ensure regular cleaning of desks, door handles etc. in working areas. Team members have been provided the facility to clean their own work station.<br>5. Specific intervention may be needed if a team member is known to have symptoms and has been at work. Refer to QHSE and HR. These will be managed case by case. | 1           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary                                  |                    |
| Insufficient first aid and fire marshal support             | Unable to provide first aid. No trained team members to assist with building evacuations | TMHUK employees / site visitors / participants                     | 2            | 4        | M          | 1. At all times each depot will have as a minimum an assigned responsible person<br>2. An evaluation will be made by QHSE for each depot in relation to how many, if any trained persons are needed. This evaluation may not be documented.<br>3. The depot responsible person will monitor on a daily basis the status of first aid and fire marshal support and designate the appointed person if necessary.   | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary. Monitor daily                   |                    |

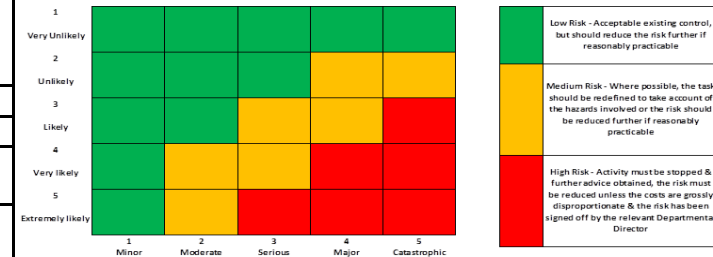
| Hazard   | Risk  | Effect (Who / what affected)  | Initial Risk |          |            | Current Controls (inc practices/ procedures)   | Actual Risk |          |            | Additional Controls (inc practices/ procedures)   | Action by and when |
|--|---|---|--------------|----------|------------|--|-------------|----------|------------|---|--------------------|
|  |   |   | Likelihood   | Severity | Risk Level |  | Likelihood  | Severity | Risk Level |   |                    |
| Shared equipment                                 | Passing or receiving infection from/to another person | TMHUK employees / site visitors / participants                                      | 2            | 4        | M          | 1. Offices and workshops may use various pieces of shared equipment. Before and after each use, the user must wash/sanitise their hands and wipe the equipment with the antibacterial/antiviral wipes provided.  | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| Depots used for training or customer visits      | Passing or receiving infection from/to another person | TMHUK employees / customer / 3rd party contractors / site visitors                  | 2            | 4        | M          | 1. A specific risk assessment and method statement have been developed for operator training and technical training however all standard depot controls apply with some additions. Refer to the specific RA.<br>2. Customer visits are unlikely to require a specific assessment, all standard controls apply.   | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| Managing the UK government tiering systems       | Passing or receiving infection from/to another person | TMHUK employees / customer / 3rd party contractors / site visitors                  | 2            | 4        | M          | 1. The HR & QHSE Director/teams will monitor changing implementation of 'lockdown' areas imposed by the government and/or local authorities. Appropriate actions will be implemented to ensure the authority guidance is followed. This will be managed on case by case and may result in tighter internal controls being implemented at short notice.   | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| High risk team members, 'clinically vulnerable'. | Serious effects if the disease is contracted          | Individual team member may, due to underlying conditions, be more severely affected | 2            | 4        | M          | TMHUK will try to identify those with underlying illnesses via Reasonable Adjustment forms, surveys, shielding letters, health surveillance results, direct communications from team members, communications from TMHUK asking for information from team members, leaders knowledge of their teams.<br>TMHUK will consider older team members who may be at additional risk.<br>TMHUK may restrict access to certain areas of our and our customer premises if deemed appropriate. | 1           | 4        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |

|   |                |  |                   |
|---|----------------|--|-------------------|
| <b>Assessment Title</b> (Task, process, equipment or facility)                    |                | <b>Homeworking</b>   |                   |
| <b>Location</b>   | <b>Various</b> | <b>Date</b>  | <b>01/04/2025</b> |
|   |                | <b>Review date</b>   | <b>31/03/2026</b> |
| <b>Prepared By (Team)</b>   |                | <b>M Clark, E Greaves</b>  |                   |
| <b>Legal / Best Practice Requirements / links to other assessments (eg COSHH)</b> |                | Health and Safety at Work Act, Management of Health and Safety at Work Regulations, Display Screen Regulations |                   |



| Hazard   | Risk   | Effect (Who / what affected)   | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)  | Action by and when |
|--|--|--|--------------|----------|------------|---|-------------|----------|------------|--|--------------------|
|  |  |  | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |  |                    |
| Inappropriate DSE Set up, lack of equipment, lack of space                       | Physical harm to team member. Unsafe work area and/or equipment. | Possible musculoskeletal injury. Possible physical injury to team member and others in household | 3            | 3        | M          | 1. Provision of additional guidance via SM-27-1 regarding setting up a suitable work area at home.<br>2. Survey issued to all team members involved to assess their working conditions and allow them to highlight concerns.<br>3. Contact made from QHSE to those highlighting concerns.<br>4. If requested and/or required, provide equipment to support homeworking, either by taking office equipment home or purchasing new, such as chairs, monitors etc<br>5. Provide guidance to leaders regarding regular contact with all their team members in order for issues to be raised.<br>6. Provision of various communications in relation to homeworking and support<br>7. Team leaders to monitor team members general wellbeing  | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary</b> |                    |
| Poor mental wellbeing due to lack of contact with other team members and leaders | Team member stress, anxiety, depression                          | Team member stress, anxiety, depression. Harm caused to mental wellbeing of team member.         | 3            | 3        | M          | 1. Provision of additional guidance via SM-27-1 regarding setting up a suitable work area at home.<br>2. Survey issued to all team members involved to assess their working conditions and allow them to highlight concerns.<br>3. Contact made from QHSE to those highlighting concerns.<br>4. Provide guidance to leaders regarding regular contact with all their team members in order for issues to be raised.<br>5. Provision of various communications in relation to homeworking and support<br>6. Following assessment of individual team members they may be allowed back into the business centres to work to support their mental wellbeing.<br>7. Provision of online health and wellbeing course.<br>8. Provision of Employee Assistance Program and reminder communications about this service.<br>9. Team leaders to monitor team members general wellbeing | 2           | 3        | L          | <b>All appropriate controls are in place that are reasonably practicable, no further action is necessary</b> |                    |

|   |                       |  |                   |
|---|-----------------------|--|-------------------|
| <b>Assessment Title (Task, process, equipment or facility)</b>                    |                       | <b>Working risks in relation to a implanted cardiac device (ICD)</b> |                   |
| <b>Location</b>   | <b>Customer sites</b> | <b>Date</b>  | <b>01/04/2025</b> |
|   |                       | <b>Review date</b>   | <b>31/03/2026</b> |
| <b>Prepared By (Team)</b>   |                       | <b>Elaine Greaves</b>  |                   |
| <b>Legal / Best Practice Requirements / links to other assessments (eg COSHH)</b> |                       | <b>HASAWA, MHASAWR</b>   |                   |



| Situation/Hazard                                       | Risk   | Effect (Who / what affected)                              | Initial Risk |          |            | Current Controls (inc practices/ procedures)  | Actual Risk |          |            | Additional Controls (inc practices/ procedures)   | Action by and when |
|--|--|---|--------------|----------|------------|---|-------------|----------|------------|---|--------------------|
|  |  |   | Likelihood   | Severity | Risk Level |   | Likelihood  | Severity | Risk Level |   |                    |
| General fitness to work following the fitting of a ICD | Exersion causing issues with general health, heart condition and/or ICD interference | Individual with pacemaker fitted - negative health affect | 3            | 3        | M          | 1) A return interview will be carried out prior to any work commencing to establish that the general health and wellbeing of the team member.<br>2) Any issues identified must be assessed individually.<br>3) Team members should cautious of over exersion or fatigue and request support if needed.<br>4) Provide trolley available for moving tools/jacks.<br>5) Team member to stop work immediately and inform his leader of any suspected negative effects to the ICD operation due to use of electrical equipment and trucks.   | 2           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |
| Working with electricity, electromagnetic fields       | ICD short term operational interference  | Negative health affect by the ICD malfunctioning          | 3            | 3        | M          | 1) General guidance and product specific guidance for people using an ICD and working with or close to electricity and electronic devices has been researched.<br>2) The guidance provides information on safe distances between the ICD and electrical supplies generating electromagnetic forces.<br>3) The guidance notes to remain a minimum of 24 inches from battery powered fork lift motors whilst in operation.<br>4) The team member should try to maintain a minimum distance of 24 inches between the ICD and electric motors whilst in operation, only maintain hydraulic relief pressure for a second at most and avoid placing the ICD within 24 inches of battery chargers and any power control units whilst operational.<br>5) Team member to stop work immediately and inform his leader of any suspected negative effects to the ICD operation due to use of electrical equipment and trucks. | 2           | 3        | L          | All appropriate controls are in place that are reasonably practicable, no further action is necessary |                    |

|  |   |  |   |   |   |   |   |   |   |   |  |
|--|---|--|---|---|---|---|---|---|---|---|--|
| LPG engines, sparks from ignition                                      | ICD short term operational interference | Negative health affect by the ICD malfunctioning | 3 | 3 | M | 1) Team member should avoid working directly on running IC engines which generate sparks from ignition systems.<br>2) Team member should not repair or perform maintenance work on an engine while it is running or when its ignition switch is on. Any repair or maintenance work on an engine should be carried out when both the engine and its ignition switch are off.<br>3) Team member should maintain a 12-inch distance between the ICD and an engine that is running or that has its ignition switch turned on.<br>4) Team member should not touch the coil, distributor, or spark plug cables of a running engine<br>5) Team member to stop work immediately and inform his leader of any suspected negative effects to the ICD operation due to use of electrical equipment and trucks. | 1 | 3 | L | All appropriate controls are in place that are reasonably practicable, no further action is necessary |  |
| Mobile phone, electronic tablet, security tags, small magnetic devices | ICD short term operational interference | Negative health affect by the ICD malfunctioning | 3 | 3 | M | 1) Team member should avoid placing any electronic device, magnetic security devices or other magnetic devices within 6 inches of the ICD.<br>2) Mobile phones or electronic tablets should not be placed within 6 inches of the ICD. Avoid placing these items in breast pockets.<br>3) Team member to stop work immediately and inform his leader of any suspected negative effects to the ICD operation due to use of electrical equipment and trucks.   | 1 | 3 | L | All appropriate controls are in place that are reasonably practicable, no further action is necessary |  |
| Security checks, metal detectors, hand held wands                      | ICD short term operational interference | Negative health affect by the ICD malfunctioning | 3 | 3 | M | 1) Team member should be aware of anti-theft detectors, walk through at a normal walking speed and don't linger close to the detection system equipment. If you are near an anti-theft system and feel symptoms, promptly move away from the equipment. Do not touch metal surfaces whilst walking through a security device.<br>2) Any customers wishing to operate security devices such as body 'wands' should be advised of the ICD and a hand search requested. If this is not possible the wand should not linger over the area of the ICD.<br>3) Team member to stop work immediately and inform his leader of any suspected negative effects to the ICD operation due to use of electrical equipment and trucks.  | 1 | 3 | L | All appropriate controls are in place that are reasonably practicable, no further action is necessary |  |