



Health and Wellbeing Safety Statement

Overview

This Safety Statement outlines the Health and Wellbeing policies of Triathlon Ireland and the measures for their implementation. We are committed to compliance with all Health, Safety, Welfare, and Employment Equality requirements. Our goal is to provide a safe, healthy, and inclusive work environment for all employees, prioritizing their physical and mental wellbeing. We actively engage employees in the process of identifying risks and implementing improvements to maintain workplace safety.

Core Objectives

Our approach to Health and Wellbeing Safety, as far as reasonably practicable, includes the following commitments:

- Providing and maintaining a safe place of work.
- Continuously identifying, assessing, and controlling workplace hazards.
- Preventing improper conduct or behavior that could endanger employee health and wellbeing.
- Consulting with employees on all Health and Wellbeing matters.
- Offering relevant information, support, and training to employees on an ongoing basis.
- Embedding Health and Wellbeing as a fundamental value within the organization.

Employer Responsibilities

The Management of Triathlon Ireland holds ultimate responsibility for maintaining a safe and healthy workplace. Specific responsibilities include:

- Ensuring a work environment that complies with all statutory health and safety requirements.
- Providing suitable training to enable employees to perform their duties safely and effectively.
- Actively monitoring and addressing health and wellbeing issues within the organization.

Employee Responsibilities

All employees share responsibility for fostering a safe and respectful workplace. Employees are expected to:

- Cooperate with Triathlon Ireland in maintaining a safe work environment.
- Report hazards, unsafe practices, or incidents to management promptly.

- Familiarize themselves with and adhere to Triathlon Ireland's Health, Safety, and Wellbeing policies.
- Avoid behaviors such as horseplay, bullying, harassment, or any conduct that could harm others or create a hostile work environment.

Training

Triathlon Ireland is committed to providing comprehensive safety training to all employees. Training initiatives include:

- Identifying and mitigating hazards specific to various roles and work environments.
- Teaching employees how to respond to incidents that may impact health, safety, or wellbeing.
- Equipping relevant employees with the skills to manage health and wellbeing-related incidents effectively.

Consultation

Active consultation with employees is integral to our safety strategy. This includes:

- Engaging employees in hazard identification and management.
- Incorporating the Safety Statement into induction programs for new hires.
- Providing ongoing guidance on addressing workplace health, safety, and wellbeing concerns.