

INVER DESIGNS DAC

STRESS POLICY

Inver Designs DAC are committed to protecting the health, safety and welfare of our employees. Inver Designs DAC acknowledges that Work Related Stress is a health and safety issue and we will endeavour to reduce workplace stressors where possible.

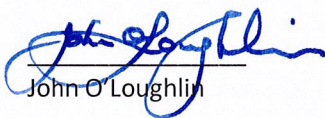
Work Related Stress (WRS) is stress caused or made worse by work. It refers to when a person perceives the work environment in such a way that his or her reaction involves feelings of an inability to cope. It may be caused by perceived/real pressures/deadlines/threats/anxieties within the working environment.

Inver Designs DAC is committed to the following actions:

- Providing a safe place of work
- Respect for the dignity of each employee
- Employee input into decision making and career progression
- Consistent and fair management actions
- Regular feedback and recognition of performance
- Ensure good communication between all employees
- Monitor workloads to ensure that people are not overloaded
- Offer assistance and access to relevant healthcare professionals where necessary

All employees are asked to co-operate with Inver Designs DAC management to achieve a healthy and safe workplace for all. Employees are asked to read this document carefully and understand their role in health and safety in Inver Designs DAC. This statement shall be reviewed annually, and changes shall be made at any time in the light of experience and developments at Inver Designs DAC or changes in legal requirements. Suggestions from staff and visitors are welcomed and encouraged so that this statement can be continuously improved.

Signed,



John O'Loughlin

Chief Executive