



RATHFINNY

HEALTH AND SAFETY POLICY STATEMENT

The following is a statement of the Company's health and safety policy in accordance with Section 2 of the Health and Safety at Work etc. Act 1974.

It is the policy of Rathfinny Wine Estate Ltd to ensure so far as is reasonably practicable, the health, safety and welfare of all employees working for the Company and other persons who may be affected by our undertakings.

As a business we acknowledge that the key to successful health and safety management requires an effective policy, organisation, and arrangements, which reflect the commitment of senior management. To maintain that commitment, we will continually measure, monitor, improve and revise where necessary, our Occupational Health and Safety (OHS) management system to ensure that health and safety standards are adequately maintained.

The COO will implement the Company's health and safety policy and recommend any changes to meet new circumstances. The Company recognises that successful health and safety management contributes to successful business performance and will allocate adequate finances and resources to meet these needs.

The management of Rathfinny Wine Estate Ltd looks upon the promotion of health and safety measures as a mutual objective for themselves and employees. It is therefore, the policy of management to do all that is reasonably practicable to prevent personal injury and damage to property. Also, the Company aims to protect everyone, including visitors and members of the public, in so far as they come into contact with our activities, from any foreseeable hazard or danger.

All employees have duties under the Health and Safety at Work etc. Act 1974 and are informed of their personal responsibilities to take due care of the health and safety of themselves and to ensure that they do not endanger other persons by their acts or omissions. Employees are also informed that they must co-operate with the Company in order that it can comply with the legal requirements placed upon it and in the implementation of this policy. We are committed to continued consultation with the workforce to enable all viewpoints and recommendations to be discussed at regular intervals.

The Company will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures, and informing employees of the correct procedures needed to maintain a safe working environment. We will provide, so far as is reasonably practicable, safe places and systems of work, safe plant and machinery, safe handling of materials and substances, the provision of adequate safety equipment and ensure that appropriate information, instruction, training, and supervision is given.

We regard all health and safety legislation as the minimum standard and expect management to achieve their targets without compromising health and safety.

Name: Date:

Signature:



RATHFINNY

FOOD SAFETY AND PERSONAL HYGIENE POLICY

Picking grapes is the most important part of the winemaking process, and the quality of the final wine depends on the quality of the fruit we use.

At Rathfinny Wine Estate we have a strict approach to food safety, and we expect that all people treat the grapes they are picking as the would any food they would consume at home or from a food business.

So, we ask you to be sensible and adhere to the following set of guidelines.

GUIDELINES

Please ensure you are fit and healthy. **Do not** pick if you have suffered any significant illness such as fever, nausea, vomiting or diarrhoea in the previous 48 hours.

Clean your hands thoroughly to reduce risk of contamination

- Before starting work,
- After eating, drinking and breaks
- After smoking or vaping
- After using the toilet

Avoid wearing jewellery, which will get dirty or lost.

Any **cuts or wounds** should be covered with blue plasters and gloves

CONTAMINATION

Please be mindful of the grapes and equipment while you are picking. **Do not** use dirty or contaminated equipment. **Do not** pick rotten or mouldy fruit.

If something goes wrong and you suspect the fruit has been contaminated, **please inform** a senior member of the Rathfinny team who can then take care of the issue.

Name: Date:

Signature: