

**ENGINEERED SYSTEMS (ELECTRICAL) LTD**  
**Unit 1 Waterside Industrial Park, Waterside Road,**  
**Leeds, LS10 1RW**

**EXPECTANT AND NEW MOTHERS POLICY**

**PURPOSE:**

Although pregnancy is not regarded as ill health, there may be risks associated with certain work activities. In addition, some mothers may wish to return to work whilst still breastfeeding. The Management of Health and Safety at Work Regulations 1999, the Workplace (Health, Safety, and Welfare) Regulations 1992, and Health and Safety Executive guidance require companies to assess the work and work environment of an expectant or nursing mother and reduce risk.

**SCOPE:**

Significant human and financial costs may result from failures to adequately manage the workplaces of expectant and new mothers. Such failures may also result in action by enforcing authorities, in the form of prosecutions, or of mandatory orders governing work practices or equipment.

ENGINEERED SYSTEMS (ELECTRICAL) LTD shall use this document to guide the identification, control and reduction of risks associated with expectant and new mothers.

**CONTROL MEASURES:**

The Company shall Identify workplace hazards that may cause harm to both the mother and the unborn child.

The Company shall make an initial risk assessment of the workplace in preparation of any employee becoming pregnant or being a nursing mother.

The risk assessment shall identify hazards, considering shift patterns, working conditions and exposure to physical or biological risks. Consideration will be made of the physical demands of work. Hazards will be removed or reduced wherever reasonably practicable to do so. Employees shall be informed of the risks

On notification of pregnancy, birth or breastfeeding, the company shall assess the risks as presented to each individual employee on a case-by-case basis. Where risks cannot be removed, other measures such as reduced working hours or alternative tasks will be used to reduce the risks.

The Company shall provide working conditions for expectant and new mothers that include adequate rest, hygiene and storage facilities alongside appropriate working hours.

The Company shall ensure that expectant and new mothers are provided with adequate and appropriate information on the risk assessment findings.

The Company shall audit the risk assessment, any implemented controls and any employees involved in the assessment to ensure that processes and documents relating to this policy are properly implemented and that controls are adequate.

**CONSEQUENCES OF NON-COMPLIANCE:**

Where an employee commits a clear breach of company rules relating to this policy, action will be taken under our disciplinary procedures as appropriate.

**Signed By the Executive Responsible for Expectant and New Mothers:**



**Michael Keith**  
**Managing Director**  
**Date: 28<sup>th</sup> August 2025**