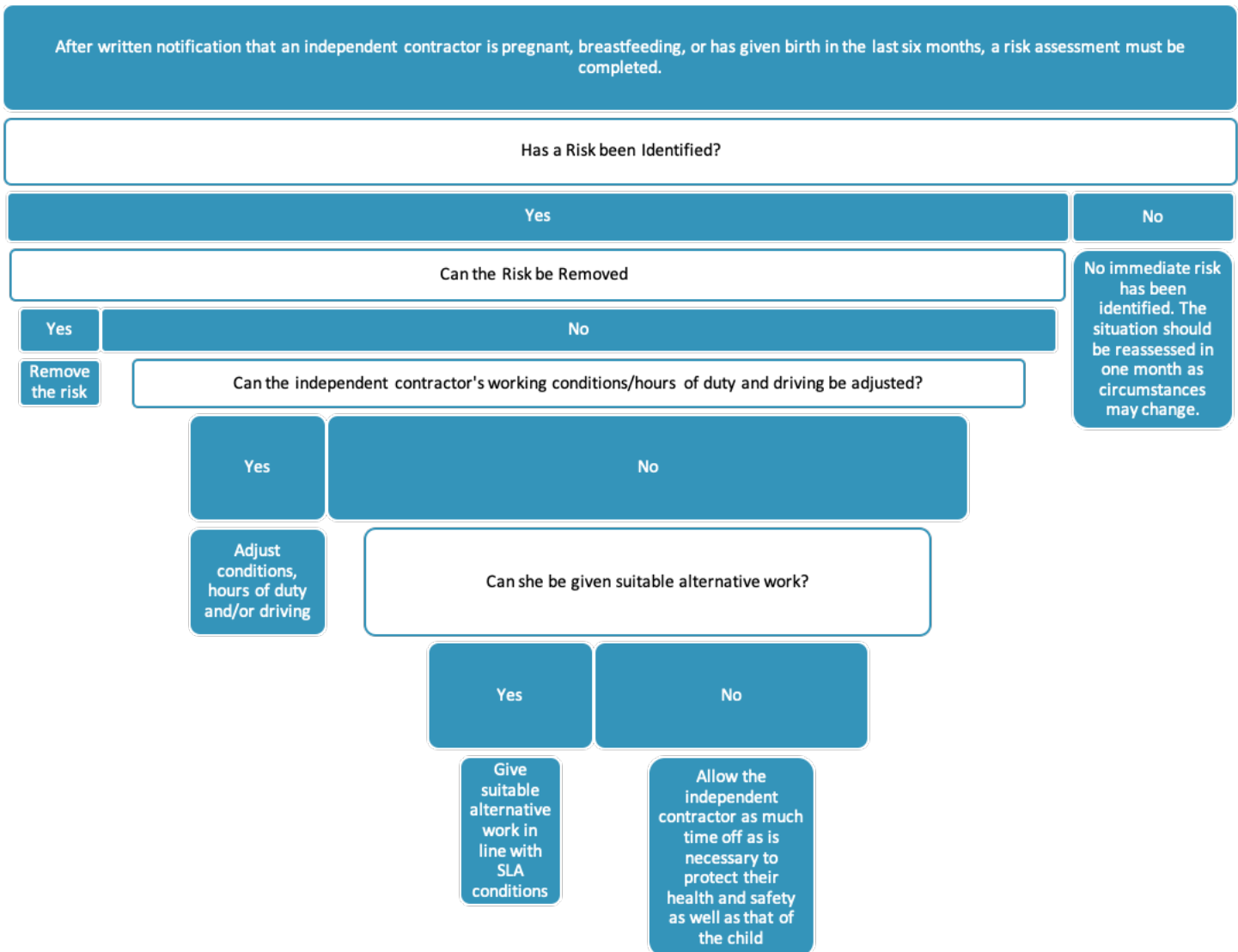


PREGNANCY AND MATERNITY POLICY 1/3



RISK ASSESSMENTS

In accordance with the Health and Safety at Work etc Act 1974 and the Management of Health and Safety at Work Regulations 1999, PAINT LTD (TRADING AS SPOTTED BEE) are required to conduct suitable and sufficient assessments of risks to the health and safety of its independent contractors. In order to facilitate this any contractor affected by this policy, as either a new or expectant mother, must notify the company of their status. A new or expectant mother is a woman who is pregnant, has given birth within the last six months or is breastfeeding. Once PAINT LTD (TRADING AS SPOTTED BEE) has been notified of the independent contractor's status, a new and expectant risk assessment will be completed ASAP, and then at regular intervals throughout the pregnancy or, in the case of a New Mother, until Breast feeding has ceased. Ongoing risk assessments are required because pregnancy and motherhood can be dynamic experiences and the needs of individual contractors may vary throughout the process.



Policy Name: Pregnancy and Maternity Policy
 Revision Date: 2nd August 2020 Revision Number: 1.0

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PREGNANCY AND MATERNITY POLICY 2/3



ADDITIONAL FACTORS RELEVANT TO THE RISK ASSESSMENT

Each individual may experience pregnancy and motherhood differently but some of the common issues to be aware of when conducting a risk assessment are:

- Hormonal changes e.g. morning sickness, breastfeeding;
- Physiological changes e.g. increase in blood pressure may lead to balance being affected;
- Physical changes e.g. Joints and or ligaments may loosen causing pain or discomfort, Increased tiredness, Increasing physical size may affect the ability to wear personal protective clothing, require workplace adjustments, present manual handling implications;
- Behavioural changes e.g. regular visits to the toilet, mobility (movement), dexterity and co-ordination maybe affected;
- Mental stress e.g. anxieties may arise about the normal development of the foetus, if the birth was by caesarean section, if the child was still born;
- Posture - possibilities of pain and discomfort due to backache, particularly in the lower back, varicose veins in the legs;
- Post-op Caesarean Section - consider restricted duties, reduced Manual Handling/ Lifting ability increased Manual Handling requirements;
- Raised Blood pressure - frequent and longer rest breaks, extra time for antenatal examinations;
- Increased tiredness - may be unable to work long hours and/or shifts;
- Work space - may need more space due to increasing physical size and girth (Trip hazards) accessible toilet facilities;
- Physical Agents - Electric shock risks, Low frequency (especially whole body) vibration, Excessive movement, Manual handling activities - lifting, bending, stretching, twisting and/or carrying, Ionising radiation(breast milk contamination), Temperature extremes - hot and cold, Postures and movement (mental/physical fatigue), Hyperbaric (high pressure) atmospheres;
- Possible Effects of Physical Hazards - increased tiredness and fatigue, increased chance of miscarriages due to actions which cause the placenta to detach from the womb, increased risk of premature births and low birth weights.

POTENTIAL RISK REDUCTION MEASURES

PAINT LTD (TRADING AS SPOTTED BEE) are committed to promoting the health and safety of every individual we work with. Following a risk assessment, we may be able to make the following changes for relevant independent contractors:

- Alternative working conditions
- Changing the hours of working
- Finding suitable alternative work

Our ability to facilitate the above may depend upon the number of contracts we are currently fulfilling and the nature of the work requested by our customers.

MATERNITY PAY

Independent contractors do not qualify for statutory maternity pay as this is only applicable to employees. However, independent contractors may be eligible for maternity allowance depending on the number of weeks that they have been self-employed and the amount of National Insurance paid. Further information is available on the government's website. <https://www.gov.uk/maternity-allowance/eligibility>

PREGNANCY AND MATERNITY POLICY 2/3



MATERNITY LEAVE

As an independent contractor, in line with the SLA, there is no obligation to accept any work offered by PAINT LTD (TRADING AS SPOTTED BEE) . At any time, an expectant mother may decide to begin an extended period of leave due to pregnancy – there is no requirement to wait until a specific stage in the pregnancy. As a matter of good practice, independent contractors should notify their OSM that they intend to take this leave with as much notice as possible so that alternative arrangements can be made for any allocated work.

If no work is accepted by an independent contractor, during a period in excess of 28 days, the SLA will be terminated as there is no ongoing requirement to provide offers of work. Should the independent contractor wish to continue working with PAINT LTD (TRADING AS SPOTTED BEE) following any prolonged period of absence, the OSM will be able to advise on whether there are sufficient levels of available work to facilitate this.

ANTENATAL APPOINTMENTS

If an independent contractor wishes to have a day off to attend pregnancy-related appointments then they should notify the OSM of non-availability to work following the usual process. As independent contractors are paid a day rate for work provided, no payment will be made in relation to this non-working day. Independent contractors may also wish to attend appointments during the course of their working day. They should notify their OSM if they intend to take an unusually long break during the day so that route progress reports reflect this but are otherwise entitled to do so as long as working hours regulations are not breached.

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