

VISAGE HAIR LIMERICK

SAFETY STATEMENT

VISAGEHAIR PRO LTD trading as VISAGE HAIR LIMERICK
5A Sarsfield Street, Limerick, V94 X282, Ireland

Formal safety management document

Version 1.0	Status ISSUED	Date prepared 28 September 2026	Effective date 25 September 2026
Review trigger Annual; significant change; incident; new substance/equipment	Approved by Management	Signature	Date

This is a workplace-specific final formal safety document system. It is based on verified Visage workplace information available at preparation and will be implemented, maintained and reviewed by management.

1. Company / workplace details

Employer: VISAGEHAIR PRO LTD trading as VISAGE HAIR LIMERICK. Workplace: 5A Sarsfield Street, Limerick, V94 X282, Ireland. This statement covers salon work, staff areas, clients, visitors and the interface with contractors.

2. Health & Safety Policy

Management will, so far as is reasonably practicable, provide and maintain safe working arrangements, suitable information, instruction, training, supervision, equipment and welfare facilities. This statement will be reviewed when required and communicated in a form staff understand.

3. Purpose and scope

This Safety Statement and its risk assessments form part of the Visage health and safety system. The Employee Handbook sets relevant employee responsibilities and workplace rules. The Visage Health & Safety Hub provides practical staff instructions and emergency-action guidance. These documents should be read together where relevant.

4. Management commitment

Management will implement preventive measures identified by assessment, consult staff, investigate incidents proportionately and monitor the effectiveness of controls.

5. Responsibilities

Employer / management: identify hazards; assess and control risk; provide resources, safe systems, consultation, information, training and supervision; maintain records; arrange emergency arrangements and review. Managers / supervisors: apply these arrangements day to day, act on reports and escalate matters outside their authority.

6. Employee responsibilities

Employees must follow safety instructions, use equipment and products correctly, use PPE provided, report hazards, defects, incidents and near misses, cooperate with arrangements, not interfere with safety equipment and act appropriately in an emergency.

7. Consultation / communication

Staff will be consulted on relevant changes, hazards and controls. The Hub, this statement and task-specific information will be made available; concerns may be raised with management.

8. Information, instruction, training and supervision

Induction and task instruction will cover relevant risks, emergency action, products, PPE and reporting. Supervision will be proportionate to experience and task risk. Training and consultation records require management maintenance.

9. Risk-assessment system

Risk is rated Low, Medium or High using likelihood and potential harm, without false numerical precision. Controls are reviewed after change, incident, new product/equipment, complaint or evidence that an assessment is no longer valid.

10. Emergency arrangements

Practical immediate actions are in the Health & Safety Hub. Management maintains formal arrangements and ensures staff know how to summon emergency assistance. Serious and imminent danger must be acted upon without waiting for a named person.

11. First-aid arrangements

Two kits are located in the staff room and downstairs at the trolley corner near the coat-room area, above the trolleys. Available help is obtained and 999 / 112 is called for a serious emergency. Accident/incident recording is maintained. The adequacy of occupational first-aid cover must be kept under management review based on risk assessment.

12. Fire / evacuation arrangements

The verified fire procedure, alarm arrangements, final front glass exit, assembly point, emergency lighting, extinguishers and accounting arrangements are addressed in RA-01 and the Hub. Employees are not assigned as fire wardens unless formally appointed, trained and informed.

13. Accident, incident and near-miss reporting

Accidents, incidents and significant near misses are reported and recorded internally. HSA reporting is considered only where statutory criteria under the Reporting of Accidents and Dangerous Occurrences Regulations 2016 apply; this does not mean every minor injury is reported externally.

14. Work equipment / electrical safety

Equipment is used only as intended. A defect requires immediate stop of use, reporting and repair, replacement or disposal as appropriate. RA-05 and RA-06 apply.

15. Chemical safety

Chemical-agent controls are set out in RA-03 and are managed under the Irish Chemical Agents Regulations 2001 to 2026 and relevant 2026 HSA Code of Practice guidance. Product-specific SDS and manufacturer information must be held and reviewed by management; staff follow instructions, use PPE and report exposure or symptoms.

16. PPE / skin protection

Task-appropriate gloves are supplied and used for wet and chemical work. RA-04 addresses wet work, skin symptoms and review of controls.

17. Manual handling / ergonomics

Tasks are assessed before moving stock. Staff set up work to reduce awkward postures, repetitive strain and prolonged static standing; RA-09 and RA-10 apply.

18. Slips, trips / housekeeping

Hair and spills are dealt with promptly. Stairs and circulation routes are kept clear; stock, bags and equipment are stored appropriately. RA-08 applies.

19. Welfare / hygiene

Verified welfare facilities include toilet, hot and cold running water, soap, staff room and eating/drinking facilities. Laundry and hygiene arrangements are addressed in RA-14 and RA-16.

20. Violence, aggression / personal security

Staff use distance, withdrawal, support and escalation rather than confrontation. 999 / 112 is called where immediate danger requires emergency services. RA-13 and the Hub apply.

21. Young workers

Young workers receive suitable instruction, supervision and task controls appropriate to age, experience and maturity. RA-11 applies.

22. Pregnancy, post-natal and breastfeeding

Individual assessment and adjustment is undertaken when management is informed, respecting confidentiality. RA-12 and its reusable individual template apply.

23. Contractors / external cleaner

Contractor activity is coordinated proportionately. The external cleaner is not a Visage employee; the interface is addressed in RA-17.

24. Review / monitoring

Management reviews this statement at least annually and earlier after material change, incident, new chemical/equipment, significant staffing change or evidence that controls are inadequate.

26. Management Action Register

Outstanding health and safety actions are maintained separately in the Visage Health & Safety Management Register. The register is used by management to track actions, responsibility, status, completion and review. It forms part of the Visage health and safety management system but is maintained separately from this document.

27. Approval / signature

This document is effective from 25 September 2026. Management must communicate it to staff and maintain approval records.

VISAGE HAIR LIMERICK

RISK ASSESSMENT REGISTER - RA-01 TO RA-17

These risk assessments form the formal assessment layer of the Visage health and safety system. Practical staff instructions and emergency actions are provided in the Visage Health & Safety Hub. Relevant employee responsibilities and workplace rules are set out in the Employee Handbook. Product-specific manufacturer information, SDS, competent technical advice or individual assessment continues to apply where relevant.

RA / Hazard	Who may be harmed / how	Existing controls	Initial risk	Additional controls / action required	Residual risk	Responsible role	Review trigger
RA-01 Fire / evacuation Fire, smoke, evacuation and public presence	Employees, clients and visitors: smoke, fire, delayed evacuation or unsafe egress.	Verified alarm/detection; manual call point beside electrical-board room; front glass final exit; exit signage; emergency lighting; four accessible dry-powder extinguishers; verified Hook & Ladder assembly point; evacuation/accounting instructions; weekly alarm test.	High	Maintain professional alarm/extinguisher service records; record evacuation drills; confirm/signpost extinguisher locations where required.	Medium	Employer / management	After drill, service issue, fire event or premises change
RA-02 First aid / medical emergency Injury, illness or medical emergency	Employees, clients and visitors: delayed assistance or inappropriate response.	Two kits: staff room; downstairs trolley corner near coat-room area above trolleys. Staff use Hub action route; available help; 999 / 112 for serious emergency; accidents/incidents recorded; no significant recent accident history identified.	Medium	Review documented first-aid needs assessment, including adequacy of trained occupational first-aid cover and kit checks.	Low / Medium	Employer / management	After serious incident, staffing/premises change or kit use
RA-03 Chemical agents / hairdressing products Colour, bleach/lightener, developer, treatments, shampoo, detergent and product exposure	Employees and clients: dermatitis, sensitisation, respiratory irritation/sensitisation where applicable, eye/skin exposure or spill exposure.	Wella main professional brand; sealed stock on staff-room/storage shelves; open products in cupboard above sink/mixing area; designated sink; staff-room ceiling window normally open; salon ventilation; vinyl gloves; manufacturer instructions; immediate spill action; running water and exposure procedure.	High	Maintain current product inventory and SDS; complete product-level review from current labels/SDS; confirm any required substitution, exposure controls or health surveillance with competent advice.	Medium	Employer / management	New product/SDS, reaction, complaint, ventilation change
RA-04 Skin / dermatitis / wet work Shampooing, wet work, chemical work and repeated hand exposure	Employees: irritant or allergic contact dermatitis; symptom worsening.	Gloves routinely used for wet and chemical work; Aurelia Delight Blue PF powder-free vinyl gloves supplied; hands dried/protected; symptoms reported; moisturiser generally personal and sometimes supplied. Occasional hand irritation/flaring after hair washing has occurred.	Medium	Review glove suitability and skin-control arrangements using current SDS/task information; record recurring symptoms and seek competent occupational-health advice where indicated.	Low / Medium	Employer / management	Recurring symptoms, new glove/product or report

RA / Hazard	Who may be harmed / how	Existing controls	Initial risk	Additional controls / action required	Residual risk	Responsible role	Review trigger
RA-05 Electrical / work equipment Powered salon and welfare equipment	Employees, clients and visitors: electric shock, burns or fire from defective equipment.	Hairdryers, straighteners, curling irons/wands, clippers, one Climazon, washing machine, dishwasher, kettle and air-conditioning systems. No known damaged plugs, loose sockets, exposed cables or faulty equipment in use. Fault rule: stop, report, repair/replace/dispose.	High	Define and retain proportionate inspection, maintenance and repair records; keep staff instruction current.	Medium	Employer / management	Defect, repair, new equipment or incident
RA-06 Hot tools / burns / scalds Straighteners, curling irons/wands, hairdryers, basin hot water and staff-room kettle	Employees and clients: contact burns or scalds.	Use equipment as intended; place hot tools safely; allow cooling before storage; Hub burn/scald response; 999 / 112 for serious emergency.	Medium	Monitor incidents and ensure safe placement/storage remains practicable.	Low / Medium	Management / employees	Burn, equipment change or unsafe set-up
RA-07 Cuts / cutting equipment Scissors and clippers	Employees and clients: cuts, bleeding or infection exposure.	Scissors and clippers used for salon work; no razor blades or disposable sharps. Stop work if bleeding; gloves/avoid direct blood contact; clean/sterile dressing; report.	Medium	Maintain suitable first-aid supplies and review after incident.	Low / Medium	Management / employees	Cut, equipment defect or procedure review
RA-08 Slips / trips / housekeeping Hair, water/product spills, stairs, walkways, bags, stock and equipment	Employees, clients and visitors: slips, trips, falls or collision.	Hair/spills dealt with immediately; stairs and walkways clear; stock not stored in circulation routes; dedicated trolley/tool-bag corner; external cleaner undertakes general cleaning outside working hours.	Medium	Monitor housekeeping standards and any recurring causes.	Low	Management / employees	Near miss, spill pattern or layout change
RA-09 Ergonomics / prolonged standing / repetitive work Cutting, styling, blow-drying, basin work, shampooing, standing, reaching and hand/wrist repetition	Employees: musculoskeletal discomfort or injury.	Chair/client positioning; balanced stance; neutral wrists; reduced overreaching/twisting; position/activity changes; stable footwear; early reporting of pain, tingling, numbness, weakness or stiffness.	Medium	Review task set-up and adjustments after recurring symptoms; consider individual support where required.	Low / Medium	Management / employees	Symptom report, work change or equipment change
RA-10 Manual handling Colour/product boxes, ordinary stock and laundry/gowns	Employees: strain from awkward, poorly controlled or obstructed moves.	Loads generally not particularly heavy; assess load/route/grip; keep load close; turn with feet; get help for heavy/bulky/awkward load; no ladders or step stools; shelves reachable without climbing equipment.	Medium	Review after handling difficulty, changed stock or layout.	Low	Management / employees	Incident, new stock or layout change
RA-11 Young person Junior salon duties by a 16-year-old employee	Young worker: increased risk from inexperience, maturity, chemicals, wet work, heat/electrical equipment or unsuitable handling.	One day per week; normal duties shampooing, assisting stylists, handling gowns and general junior duties. Appropriate instruction, supervision and asking before untrained tasks.	Medium	Complete/maintain individual young-person assessment and induction/supervision record; review task suitability.	Low / Medium	Employer / management	Change in duties, incident or young worker feedback

RA / Hazard	Who may be harmed / how	Existing controls	Initial risk	Additional controls / action required	Residual risk	Responsible role	Review trigger
RA-12 Pregnant / post-natal / breastfeeding Individual work factors including standing, lifting and chemical/product work	Pregnant, post-natal or breastfeeding employee: individual exposure or strain concerns.	Visage has made individual adjustments to hours, duties, breaks, standing, lifting and chemical/product work where needed. Confidential early notification route and individual review.	Medium	Use reusable individual assessment template promptly when notified; review as circumstances change.	Low / Medium	Employer / management	Notification, medical/working change or review date
RA-13 Violence / aggression / personal security Aggressive client, unsafe/threatening person, intoxication, theft/robbery or public security concern	Employees, clients and visitors: distress, assault risk or unsafe escalation.	Occasional verbal aggression; no physical violence history. Reception monitors entrance; CCTV; self-monitored intruder alarm with mobile alerts. Distance, withdrawal, support, no confrontation/chase/property risk; 999 / 112 for immediate danger.	Medium	Record and review incidents; maintain security controls and staff instruction.	Low / Medium	Management / employees	Incident, security change or repeated concern
RA-14 Premises / stairs / welfare Stairs, circulation routes and welfare facilities	Employees, clients and visitors: fall or welfare deficiency.	Stairs in good condition with secure handrail and adequate lighting; routes clear; staff toilet; hot/cold running water; soap; staff room; eating/drinking facilities.	Medium	Monitor condition and report defects promptly.	Low	Management / employees	Defect, change or complaint
RA-15 Ventilation / indoor air General salon air and mixing-area ventilation	Employees and clients: discomfort or chemical fume exposure.	Three upstairs ceiling windows (toilet, staff room, mezzanine); large front entrance door; air conditioning upstairs/downstairs; staff-room/mixing window normally open. Air conditioning is not described as mechanical extraction.	Medium	Review ventilation effectiveness after strong fume/breathing complaint, product change or alteration; use SDS information.	Low / Medium	Employer / management	Complaint, fume event or change
RA-16 Laundry / hygiene Gowns, disposable towels, laundry detergent and cleaning interface	Employees and clients: hygiene failure, contact with detergent or poor handling.	Disposable towels; reusable gowns washed after every use and several times daily; washing machine in staff room; laundry detergent; external cleaner performs routine salon cleaning outside hours.	Medium	Maintain product information and monitor laundry/hygiene routine.	Low	Management / employees	Product change, complaint or incident
RA-17 Contractor / external cleaner interface External cleaner working outside salon hours	Cleaner, employees and clients: uncoordinated cleaning activity, chemical or access risks.	Cleaner is not a Visage employee; routine cleaning outside salon hours; Visage staff deal with daytime hazards.	Medium	Confirm proportionate contractor interface arrangements, including communication of relevant hazards, access and product information.	Low / Medium	Employer / management	New contractor, changed work or incident