

The Company recognises that nut, peanut, and sesame allergies present a serious and potentially life-threatening risk. While the Company aspires to maintain a *nut-, peanut-, and sesame-free site*, it is acknowledged that complete elimination of risk cannot be guaranteed. Therefore, robust control measures are implemented to minimise the risk to employees, contractors, visitors, and consumers.

This policy also supports customer requirements for maintaining a nut-, peanut-, and sesame-free environment.

Food allergies occur when the immune system reacts abnormally to specific proteins in food. Even trace amounts can trigger reactions in sensitive individuals.

Key points:

- Allergic reactions can occur rapidly (within minutes) or be delayed (up to several hours).
- Severity varies from mild irritation to life-threatening anaphylaxis.
- There is no cure—strict avoidance is the only effective control.

High-risk allergens covered by this policy that are prohibited from being bought on site.

- Tree nuts (e.g. almonds, walnuts, cashews)
- Peanuts
- Sesame (including seeds, oils, pastes such as tahini)

Products falling outside of this policy and are allowed on site

- Coconuts
- Chestnuts

Symptoms of Allergic Reactions

Symptoms may include:

Skin:	Hives, itching, eczema, Swelling of lips, face, or eyes
Respiratory:	Difficulty breathing, wheezing or throat tightening
Gastrointestinal:	Nausea, vomiting, abdominal pain
Severe (Anaphylaxis):	Sudden drop in blood pressure, airway constriction, loss of consciousness

Important: Immediate medical attention is required in severe cases. There are Emergency and First Aiders on site that have been trained in helping people with Medical Emergencies. Always ensure that a first aider is called if there is an emergency.

Control Measures

Site Restrictions

- Nuts, peanuts, sesame seeds, and products containing them must not be brought onto site.
- This includes:
 - Packed lunches
 - Snacks
 - Ingredients used in the canteen.
- Canteen services must:
 - Avoid procurement of any products containing nuts, peanuts, or sesame
 - Clearly check ingredient labels
- Vending machines must be routinely checked to ensure compliance.

“May Contain” Products

- Products labelled “*may contain nuts/sesame*” or “*made in a factory that handles nuts*” are permitted.
- However, staff should be encouraged to exercise caution and awareness.

Hygiene & Cross-Contamination Controls

- Mandatory handwashing before and after eating.
- Cleaning of shared surfaces (tables, microwaves, kettles).
- Avoid sharing food or utensils.

- Spillages must be cleaned immediately.

Training & Awareness

- All staff will receive training on:
 - Allergy risks and symptoms
 - Personal responsibility in preventing exposure
 - Induction training for Agency staff.
- Refresher training will be conducted periodically.

Visitors & Contractors

- Signage at all entrances will clearly communicate the policy.
- Visitors must:
 - Declare any food items brought onto site
 - Declare any allergies they may have
- Where necessary, food items may be restricted or removed.

Emergency Response

- Staff must:
 - Recognise symptoms of allergic reactions
 - Immediately contact emergency services if severe symptoms occur
- First aiders should be aware of:
 - Use of adrenaline auto-injectors (if the person has an epi-pen)
 - Emergency escalation procedures

Responsibilities

Employees:

- Comply fully with this policy
- Report any breaches or concerns

Managers:

- Ensure team awareness and compliance
- Enforce policy consistently

Facilities/Catering Teams:

- Control food sourcing and vending machine content
- Maintain hygiene standards

This policy will be reviewed periodically or following any incident.