

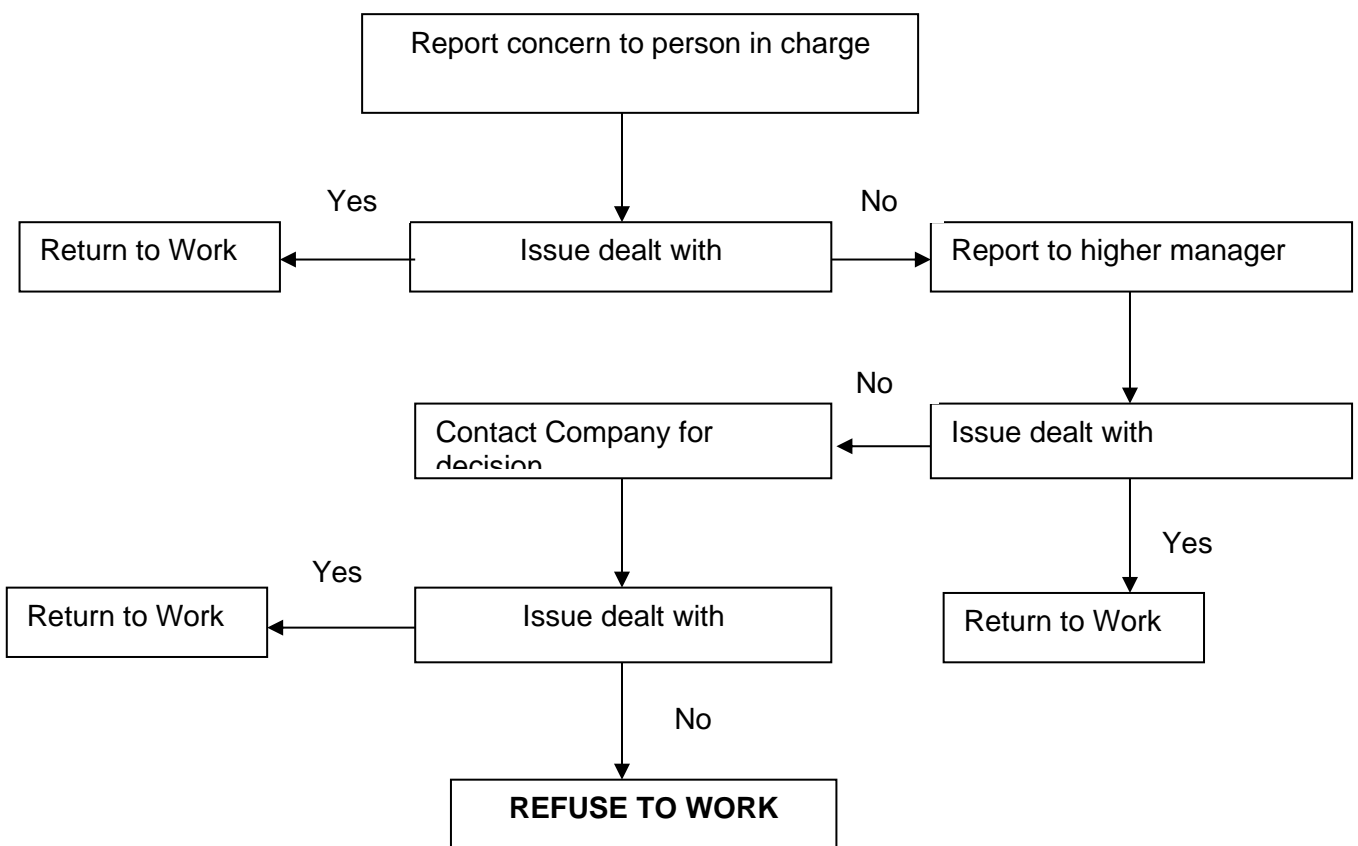


WORKSAFE POLICY

Under the Health & Safety at Work Act 1974, every employee has the right to refuse to carry out work which is unsafe.

It is the employees' right, and duty to report any concerns that they have on carrying out a task that they feel will be unsafe. Bona fide cases of refusal to work on grounds of health and safety will be free from disciplinary action or discrimination. Staff can also access the Confidential Incident Reporting & Analysis System (CIRAS) at principle Contractors sites, should they wish to report unsafe practices. CIRAS can be accessed via the internet at <http://www.ciras.org.uk/> or by calling direct on 0800 4 101 101

The following flow chart details our Worksafe process.



This policy will be reviewed annually, or sooner following experience or because of operational or organisational changes.

Signed on behalf of the Company:

Managing Director - January 2020