



Work Safe Policy

We operate a 'worksafe' (or refusal to work) policy for all personnel employed on our work-sites, and in particular, whilst working on railway and utility infrastructures. This Policy and our arrangements shall be communicated to all personnel as part of the Company induction, and following any significant changes. Personnel are actively encouraged to report any unsafe acts and conditions.

Personnel invoking their rights to refuse to work on grounds of Health and Safety shall not be penalized and shall be free from any disciplinary action.

Any situation arising that leads to an individual refusing to work for health, safety or environmental reasons must be reported to line management as soon as possible, and no work is to be recommenced until the issue causing concern is resolved.

At any stage within this process, all staff have the right to escalate their concerns to the Managing Director in the event of a conflict / disagreement.

We provide a reporting line via the Rail Safety & Compliance Manager. We also maintain membership to the railway industry's confidential reporting arrangements - CIRAS.

Our reporting contact number is: 07786 268951.

Reports can be made to CIRAS by:

- Freephone 0800 4101 101,
- In writing to Freepost CIRAS,
- Texting 07507 285887 (standard text rates apply)
- or via the CIRAS Website at www.ciras.org.uk

All managers and staff must report any unsafe or environmentally unacceptable practices that they witness.

Signed:

Michael Hayes

Position:

Managing Director

Date:

1st December 2020

DOCUMENT REFERENCE:	RS-H&S-POL-05	ISSUE:	02	DATE:	Dec 20	PAGE 1 of 1
---------------------	---------------	--------	----	-------	--------	-------------