

CHISHOLM & WINCH (CONTRACTS) LTD

7 Conqueror Court, Spilsby Road, Harold Hill, Romford, Essex RM3 8SB

Tel: 01708 344 629, Fax: 01708 344 655. E-mail: mail@chisholmandwinch.co.uk

Work Safe Policy Statement

Chisholm & Winch (Contracts) Ltd acknowledge our responsibility under the Health & Safety at Work Act and recognise our duty of care and undertake to maintain safe systems affecting the health, safety and welfare of our employees. We will ensure that no one under our control is exposed to risks at or on site.

Chisholm & Winch (Contracts) Ltd operates a Work safe Policy (or Refusal to Work Policy) to protect our employees and ensure others not in our employment are not placed at risk. Every member of C&W and every member of any Subcontractor's team working on any C&W managed project(s), has the absolute right to decline to carry out work if they feel it is not safe to do so.

Where the operation of a machine, a site condition or a method of working constitutes a danger to the employee of another person the employee may refuse to work.

Any situation arising which leads to an individual refusing to work for Health and Safety reasons must be reported to the senior person on site as soon as possible, and no work should be recommenced until the issue(s) causing concern have been addressed. The Safety Director must be notified. Escalation for resolving a Refusal to Work is through the Safety Director or the Managing Director and their decision will be final.

Managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed through the Near Miss Reporting procedure.

Chisholm & Winch (Contracts) Ltd will not discipline, discharge, suspend, lay off or demote an employee or impose any financial or other penalty on an employee who invokes the Refusal to Work Procedure.

For and on behalf of The Board of Directors



Signed
Jason P Winch
Procurement & H&S Director

Date: 3rd January 2017