

Worksafe Policy



If an employee raises a concern with the job supervisor over an unsafe system of work, being asked to work outside the scope of an agreed, briefed safe system of work (method statement or task briefing sheet) or unsafe act, that employee can invoke the Worksafe Procedure described below.

The operative and others affected move to a place of safety.

- 1) Supervisor who set up the system of work, stops the specific task or activity and reviews safety arrangements.
- 2) System confirmed as safe or adjusted as necessary.
- 3) Do both parties agree that it is safe to continue?
 - a) If YES task or activity is re-started and Supervisor records details
 - b) If NO the safety team is contacted to investigate
- 4) System is either confirmed as safe or adjusted, developed and implemented to make safe
- 5) Do all parties agree it is safe to continue?
 - a) If YES task or activity is re-started and Supervisor records details
 - b) If NO re-deploy work group to other tasks if safe to do so AND Unsafe work activity is postponed until re-planned in a safe manner

All employees have a duty under the Management of Health and Safety at Work Regulations to report unsafe working conditions or equipment to their employer. Any employee who honestly considers that his/her health and/or safety are being unnecessarily or unreasonably threatened by an unsafe work practice, location or environment has the right to stop work and request changes to eliminate or reduce the perceived risk.

Krause & Hall Ltd has an obligation to investigate the complaint and if justified to take such measures as are necessary to reduce the risk to an acceptable level. If it is considered that the complaint is not justified the responsible person must attempt to explain or demonstrate that the level of risk is acceptable and then require that work continues. If agreement cannot be reached then the complainant should vacate the work area and contact his line manager for further advice and instructions.

Persons invoking this procedure are protected from any associated disciplinary action provided that it can be demonstrated that there was a genuine and reasonable cause for concern.

Refusal to work on the grounds of concerns over issues relating to Health and Safety is a key component of the Company's Health and Safety Policy. In the event of an employee expressing concern over these issues, they will be supported and an investigation carried out to determine if the concerns are well founded. In the event of no substantive evidence of the concerns being justified the complainant will be asked to carry out the task. In the event of the concerns being justified the work will be suspended until a safer method can be found.

This policy is reviewed annually as a minimum.

Signed

Managing Director

Tom Krause

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