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Work Safe Policy

All managers and staff are encouraged to report any unsafe acts or conditions, which they have witnessed.

Working safely requires the establishment of safe systems of work, delivered by a competent workforce demonstrating the correct safety behaviours.

No Marshall (Building Contractors) Ltd employee, or anyone working on behalf of Marshall (Building Contractors) Ltd is expected to carry out any task where the risk to themselves or any other person is considered to be unacceptable.

Under this Work Safe Policy, each member of staff has the absolute right to refuse to carry out work if they feel it is not safe to do so.

Refusal to work on the grounds of Health and Safety is free from any disciplinary action and will not affect, in any way the employment prospects of any Marshall (Building Contractors) Ltd employee.

All refusals to work on the grounds of an unsafe workplace will be responded to positively & promptly and the employee raising the safety issue will be involved fully in any containment actions and subsequent corrective actions.

Marshall (Building Contractors) Ltd Managers are responsible for investigating any situation arising which leads to an individual refusing to work for Health and Safety reasons. In the first instance, the safety issue shall be reported to the most senior person on site or Contracts Manager, explaining that you have invoked the Work safe policy and the specific reasons for why you have stopped work.

The Site Manager shall, in discussion with the employee or contractor, make an assessment of the situation determining both the containment action then following investigation the corrective action. Actions taken shall be recorded /updated in the ProActive action log. Agreement should be reached that there has been a suitable and sufficient risk assessment of the reported issue so that work can be restarted.

No work should be recommenced until the issue causing concern has been addressed.

This Work Safe policy statement will be formally reviewed on an annual basis.

Managing Director

Signed :

A handwritten signature in black ink, appearing to read "Simon Marshall", written over a faint, light-colored signature line.

Date: 06/09/24