

Refusal to Work on the Grounds of Health and Safety Policy Statement

Rev 1
Issued April 2024

Managing Director - Kevin Hague



AARSLEFF CENTRUM



**CANNON
PILING**
a part of Aarsleff Ground Engineering Limited

1. POLICY STATEMENT

1.1 This policy applies to all companies within Aarsleff Ground Engineering Ltd UK and Avoncross Ltd, including companies trading as Centrum Pile and Cannon Piling (referred to in this statement as 'The Company').

1.2 This policy is non-contractual and the Company reserves the right to amend or withdraw the policy at any time at the Company's discretion.

1.3 The Company cares about Occupational Health, Safety and Wellbeing of all employees and others who may be affected by our undertakings. The Company recognises that OHSW is an integral and fundamental part of our business and our 'Step Into The Blue' culture

1.4 Any employee of the Company may refuse to work or complete a particular task where they have reason to believe that:

1.4.1 Any equipment, machinery, device or resource the employee is expected to use or operate is likely to endanger themselves or anyone else.

1.4.2 The physical condition of the workplace or work area in which the employee is expected to work is likely to endanger themselves or anyone else.

1.5 Upon refusal, the employee will report to their supervisor or line manager who will immediately investigate the report in the presence of a fellow employee and or the employee refusing to work.

1.6 The employee will remain at a safe place near their workstation until the investigation is completed unless the supervisor or line manager assigns the employee to alternative duties or workstation or gives other reasonable directions to the employee.

1.7 If, following the investigation and corrective actions, the employee still has reasonable grounds to believe that the situation remains dangerous, the employee may continue to refuse to work. The matter will then be escalated through the line management structure up to and including the STEQ Manager and Operations Director if required, to a satisfactory close

1.8 No other employee will be assigned to the work being refused unless that employee Has been advised of the first employee's refusal and reasons for the refusal. At no time will any disciplinary action be taken for any genuine Refusal to Work cases.

1.9 Senior Management are responsible for implementing the Company's policies, although it is recognised that true effectiveness of this policy depends on the full cooperation and participation of all employees and as such this will be made available to all employees and their commitment to the content of this policy encouraged.

1.10 The contents of this policy and all the revisions which may be made will be brought to the notice of all employees through the 'refusal to work flowchart'.

1.11 This policy will form part of the Integrated Management System and be formally reviewed annually by Senior Management