

## WORK SAFE POLICY STATEMENT

Halsion Ltd acknowledge our responsibility under the Health and Safety at Work Act and associated regulations and recognize 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 unacceptable levels of health and safety risks at work.

Halsion Ltd operates a Work Safe Policy (or Right to Refuse Work Policy) to protect our employees and ensure others not in our employment are not placed at risk.

Every member of Halsion Ltd and every member of any Sub-Contractors team working on any Halsion Ltd 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 work equipment, a site condition or a method of working constitutes a danger to the employee or 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 employee should continue to work until the working environment is made safe. The Health and Safety Manager should be informed. Escalation for resolving a Refusal to Work is through the Operations manager 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.

Halsion 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.

Signed

Mike Morris  
Director of Health and Safety

24/05/2021

