



1.1.1 WORKSAFE POLICY

Three Shires Limited acknowledges its responsibilities under the Health and Safety at Work Act 1974, and have documented our policy in a Health and Safety Policy Statement signed by our Managing Director along with supporting organisation and arrangements, these set out how we will deliver our policy objectives.

Separate to our Health and Safety Policy statement, Three Shires Limited also operates a Worksafe Policy (this policy), for its employees wherever employed, and any subcontractors working on Three Shires Limited sites or contracts and premises managed by Three Shires Limited.

Our Worksafe policy is that any employee or subcontractor has the absolute right to decline to carry out work if they feel it is not safe to do so. In such cases any situation which leads to an individual refusing to work for health and safety reasons will be supported by Three Shires Limited, and has the full support of the Three Shires Limited Management Team.

Any refusal to work on health and safety grounds must be reported to the company's management team as soon as possible, and no work should be recommenced until the issue(s) causing concern have been addressed.

Initially employees or subcontractors should bring any issues involving a refusal to work on health and safety grounds to the attention of their own Line Manager or the Three Shires Limited Contractors or Site Manager. Where issues can not be resolved locally and immediately, these should be raised directly and by the quickest possible means with the Three Shires Limited Managing Director or company director.

To support this policy Three Shires Limited Manager's have access to independent, impartial health and safety advice through Mentor Services. Manager's investigating any refusal to work must in the first instance discuss the situation with Mentor, so that a full and accurate record of the refusal to work is maintained.

Employees and sub-contractors refusing to work on Health & Safety grounds will be supported by Three Shires Limited and no disciplinary action, financial or other penalty will be taken against them. The employee raising the Worksafe Procedure will be informed of decisions throughout the process.

In all cases Three Shires Limited Ltd will retain a record of the refusal to work on health and safety grounds as a file note to be discussed within the Three Shires Limited Health and Safety meetings.

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

Signature:.......... Date:.....09.04.2018.....

Name: Mr James Lloyd

Position: Managing Director