

This policy statement forms part of our Integrated Management System (IMS) which is certified to BS EN ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, National Highways Sector Scheme (NHSS) 16 Certification and CE Marking to EN13108.

The arrangements in place to implement this policy form part of the Company's day to day operational procedures and as such are reviewed on a continual basis. Where opportunities for improvement in safety standards or safety problems are identified they will be tackled promptly, with sufficient resources to ensure that they are adequately dealt with, implemented and briefed to all employees.

Responsibilities:

The responsibility for determining Company Policies is derived by the Board of Directors. David Elliott and Mark Davison, Managing Directors, have been appointed as having overall responsibility for this Policy.

This Policy covers all MGL Group (MGL) subsidiary companies and activities.

Commitment:

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

No employee of MGL, or anyone working on behalf of MGL, is expected to carry out any task where the risk to themselves or any other person is considered to be unacceptable.

Under our Worksafe Policy, every employee has the 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, Safety and / or Welfare is free from any disciplinary action and will not affect, in any way, their future prospects within the Company.

All refusals to work will be responded to positively and promptly and the employee raising the Worksafe procedure will be informed of decisions throughout the process.

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

Work Process:

If an employee believes that a task or condition will endanger either themselves or others, work should cease, and the situation be immediately reported to the person in charge on site (The Company representative as appropriate).

Full details of the eventual, agreed outcome will be forwarded to the employee (complainant) and the Client where appropriate. Suitable records will be maintained throughout.

The situation will then be reviewed by the person in charge on-site and consideration will be given to the Health, Safety and / or Welfare impact on the individual and others. An assessment will be made to determine the course of action required.

Where practicable, immediate and appropriate action will be taken to resolve the situation.

As a result of the review, an agreement shall be reached that there has been a suitable and sufficient risk assessment of the task and the system of work is safe and that the work can be restarted.

If the employee remains dissatisfied, the person in charge will contact the Contracts Manager and / or Managing Directors providing all the relevant details / background to the situation and await further instruction.

If the situation cannot be resolved, a benchmark review will be undertaken by the Contracts Manager and the SHEQ Department against all legislative standards and industry best practice to determine the safety impact of the task or condition.

If the benchmark review fails to produce a satisfactory outcome, the disputed system of work will cease, and the Company will inform the Client as soon as practically possible.

Changes to working arrangements will be documented and implemented by the Managing Directors. This may include amendments to internal work instructions, processes, risk aspect and COSHH assessments. Additional levels of training and competence may be required by individuals or further briefings as appropriate.

Communication of Policy:

This policy is communicated to all employees and is made available to any interested party.

Policy Review:

This policy statement will be reviewed on an annual basis and amended where appropriate.

Should the complainant still be dissatisfied with the system of work, The Company will obtain independent arbitration from an external source and will undertake to follow the arbitrator's advice. Should the arbitrator uphold the Company safe system of work and the complainant still refuse to work; The Company will implement the disciplinary procedure.

David Elliott – Managing Director



Mark Davison - Managing Director



December 2020

