

	<h2>Worksafe Policy Statement</h2>	Issue Date: 01/10/15
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The company acknowledges its responsibility under the Health & Safety at Work Act and recognises our duty of care to maintain safe systems of work. To this end Eurovent operates a Worksafe Policy (or Refusal to Work Policy) for all of our staff and sub-contractors working on all of our sites.

Risk Assessments are carried out in line with the Management of Health & Safety at Work Regulations and the Company's Health & Safety Policy. Control measures are put in place including Method Statements, COSHH information and Toolbox Talks to reduce risks as far as reasonably practical.

Sufficient training and mentoring is provided to ensure the competence of all staff and we do not expect any employee or sub-contractor to undertake any duties unless they are competent, have been briefed on any relevant information specific to the task and have suitable protective equipment (PPE).

Every employee and every member of any Sub-contractor's team working on behalf of the company has the absolute right to decline to carry out work if they feel it is not safe to do so.

Any situation arising which leads to an individual refusing to work for health and safety reasons must be reported to management as soon as possible, and no work should be recommenced until the issue(s) causing concern have been addressed.

Employees and sub-contractors refusing to work on Health & Safety grounds will be supported and no disciplinary action, financial or other penalty will be taken. Escalation for resolving a refusal to work is through the senior person on site in the first instance and any reports of unsafe working will be investigated and appropriate remedial action will be taken.

The employee raising the Worksafe Procedure will be informed of decisions throughout the process.

Signed 

Date: 01/10/2021

Mr. Scott Bone – Director Responsible for Health and Safety.