



Work Safe Policy Statement

Kings Heath Demolition Ltd (KHD) acknowledge our responsibility under the Health & Safety at Work Act and associated regulations and recognise 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 or safety risks at work.

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

Every employee of KHD and every employee of any Sub-contractor's team working on any KHD 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 a machine, 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 Compliance Manager should be informed. Escalation for resolving a Refusal to Work is through the Operations Manager or the Contract 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.

KHD 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. Full details of the procedure to be followed can be found in the Health & Safety Policy.

The Worksafe Policy has been communicated throughout the organisation by means of the documented procedures. These include inclusion in site document packs, the display on notice boards and detailing in staff and site induction.

Ultimate responsibility for the Health and Safety System is that of the designated Director but its application is the responsibility of everyone in the Company. It is the responsibility of the Company to provide adequate and appropriate resources to implement this policy

Signed:

J. Smith
Director

Date: