



WORKSAFE POLICY

ESS Modular is committed to preventing injury and ill-health and continuously ensuring the health, safety and welfare of all its employees, clients, members of the public and others who may be affected by its activities and operations, so far as is reasonably practicable.

Under the Health & Safety At Work Act 1974, every employee has the right to refuse to carry out work which is unsafe. It is the employees' right, and duty to report any concerns that they have on carrying out a task that they feel will be unsafe. Bona fide cases of refusal to work on grounds of health and safety will be free from disciplinary action or discrimination.

This policy is designed to give employees confidence that if they question the safety of working systems their views will be given serious consideration by the organisation and they will not face recriminations. It ensures that work stops and the system is changed, if a potential or imminent serious risk of accident or incident arises.

Any employee who considers theirs or others safety to be compromised should:

- Cease work immediately, assuring themselves that doing so does not endanger themselves or others.
- Move to a position of safety.
- Immediately contact their supervisor, explaining that they have invoked the Worksafe Procedure and explain why they have stopped work. Their supervisor shall record the reasons for invoking the Work Safe Procedure and in discussion with the employee, and where necessary the Health and Safety department, determine a suitable course of action to make the work activity safe. If no agreement is reached, then the work activity will cease until such time as an acceptable safe system of work can be determined and approved by all parties.

All outcomes will be formally recorded and reviewed by the Health and Safety Department to ensure that future safe systems of work, risk assessments and future control measures are effective and improved upon.

However, individuals who refuse to work when the Work Safe Procedure has been followed through to completion and the system of work has been considered safe, may be subject to the Company's Disciplinary procedures, at the discretion of the Health and Safety Manager or other Senior Management.

This policy is endorsed by the Company's Directors, who recognise that implementation of this policy is paramount to the success of the business and takes responsibility for implementation of the policy.

A handwritten signature in black ink that reads 'Paul Tierney'.

Paul Tierney, Managing Director

Date: 7th January 2020