



## Work Safe Policy Statement

This policy applies to all COLE Group work activities and staff (directly or indirectly employed). Any employee that genuinely considers that his or her Health and Safety are being unnecessarily or unreasonably put at risk by an unsafe work location, practice or environment has the right to stop work and request changes to eliminate or reduce the perceived risk to be put in place.

All employees have a duty under the Management of Health and Safety at Work Regulations to report unsafe working conditions or equipment to their employer.

COLE Group Managers responsible for the supervision and or direction of work has an obligation to investigate the complaint and if justified, to suspend the work. They must then take such measures as are necessary to reduce the risk to an acceptable level. If it is considered that the complaint is not justified the responsible person must explain why this is and demonstrate that the level of risk is acceptable. They will also explain that the work is to be resumed

If agreement cannot be reached, then the complainant should vacate the work area and contact COLE Group head office for further advice and instructions

**Refusal to work on the grounds of concern relating to Health and Safety is a key component to COLE Group Health, Safety & Welfare policy. Persons invoking this policy will be supported by the company and are protected from any associated disciplinary action providing that it can be demonstrated that there was genuine and reasonable cause for concern.**

Signed:.....

Position: Managing Director.....

Date: 5th April 2019.....