

This Policy 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 UKCA/CE Marking to EN 13108, EN 12620, EN 13043 and EN 13242.

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

**Responsibilities:** The Board of Directors determines Company Policies. Mark Davison and Dave Elliott, the Chief Executives, are responsible for this policy.

This Policy covers all MGL Group (MGL) subsidiary companies and activities and is supported by the wider Integrated Management System (IMS).

**Scope:** This Policy applies to all employees of MGL Group (MGL Demolition, Rainton Construction & Tynedale Roadstone) regardless of employment agreement or position.

**Commitment:** Working safely requires establishing safe systems of work delivered by a competent workforce demonstrating the correct safety behaviours.

No MGL employee 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 unacceptable.

Under our Worksafe Policy, employees can refuse to work if they feel unsafe.

Refusal to work on Health, Safety and/or Welfare grounds is free from disciplinary action. It will not affect their 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 they have witnessed.

**Work Process:** Suppose employees believe a task or condition will endanger them or others. In that case, work should cease, and the situation should be reported immediately to the on-site person in charge (the Company representative, as appropriate).

The eventually agreed outcome details will be forwarded to the employee (complainant) and the Client. Pertinent records will be maintained throughout.

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

The senior on-site person will review the situation and consider the Health, Safety and/or Welfare impact on the individual and others. Finally, an assessment will determine the required course of action.

Immediate and appropriate action will be taken to resolve the situation where possible.

As a result of the review, an agreement shall be reached that the task has been suitably and sufficiently risk assessed, the system of work is safe, and the work can be restarted.

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

If the situation cannot be resolved, the Contracts Manager and the SHEQ Department will undertake a benchmark review against all legislative standards and industry best practices to determine the task or condition's safety impact.

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 possible.

The CEO will document and implement changes to working arrangements. This may include amendments to internal work instructions, processes, risk aspects, and COSH� assessments. In addition, individuals may require different levels of training and competence or further briefings as appropriate.

Any situation that leads to an individual refusing to work for Health and Safety reasons must be reported, in the first instance, to the most senior person on-site as soon as possible, explaining that you have invoked the Worksafe policy and why you have stopped work.

The person in charge shall assess the situation and determine the required course of action after discussing it with the employee.

An agreement should be reached that there has been a suitable and sufficient risk assessment of the task, the system of work is safe, and the work can be restarted.

If a safe method of work cannot be agreed upon, the work will not be restarted, and the person in charge/ Manager shall report to the HSQ Manager for further instruction. No work should be recommenced until the issue causing concern has been addressed.

The originator can contact the Confidential Incident Reporting & Analysis System (CIRAS) if deemed necessary. CIRAS can be contacted 24hrs a day on 08004101101 or [www.ciras.org.uk](http://www.ciras.org.uk) or text 07507285887

**Communication of Policy:** This Policy Statement is communicated to all employees and supply chain partners and is made available to all interested parties.

**Policy Review:** This Policy Statement will be reviewed annually to ensure it reflects current legislation and regulations and amended where necessary.

David Elliott – Chief Executive



Mark Davison - Chief Executive



December 2025

