

This Policy forms part of our Integrated Management System (IMS), certified to BS EN ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, National Highways Sector Scheme (NHSS) 16 Certification and CE Marking to EN13108.

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

**Responsibilities:** The Board of Directors determines Company Policies. Mark Davison and Dave Elliott, Chief Executives, have been appointed 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).

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

No employee of MGL, 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, in any way, 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 is immediately reported to the person in charge on-site (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 still be dissatisfied with the system of work, The Company will obtain 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 course of action required.

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 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 the employee remains dissatisfied, the person in charge will contact the Contracts Manager and/or **CEO**, providing all the relevant details/background to 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 safety impact of the task or condition.

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.

Changes to working arrangements will be documented and implemented by the **CEO**. This may include amendments to internal work instructions, processes, risk aspects and COSHH assessments. In addition, individuals may require different levels of training and competence or further briefings given as appropriate.

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

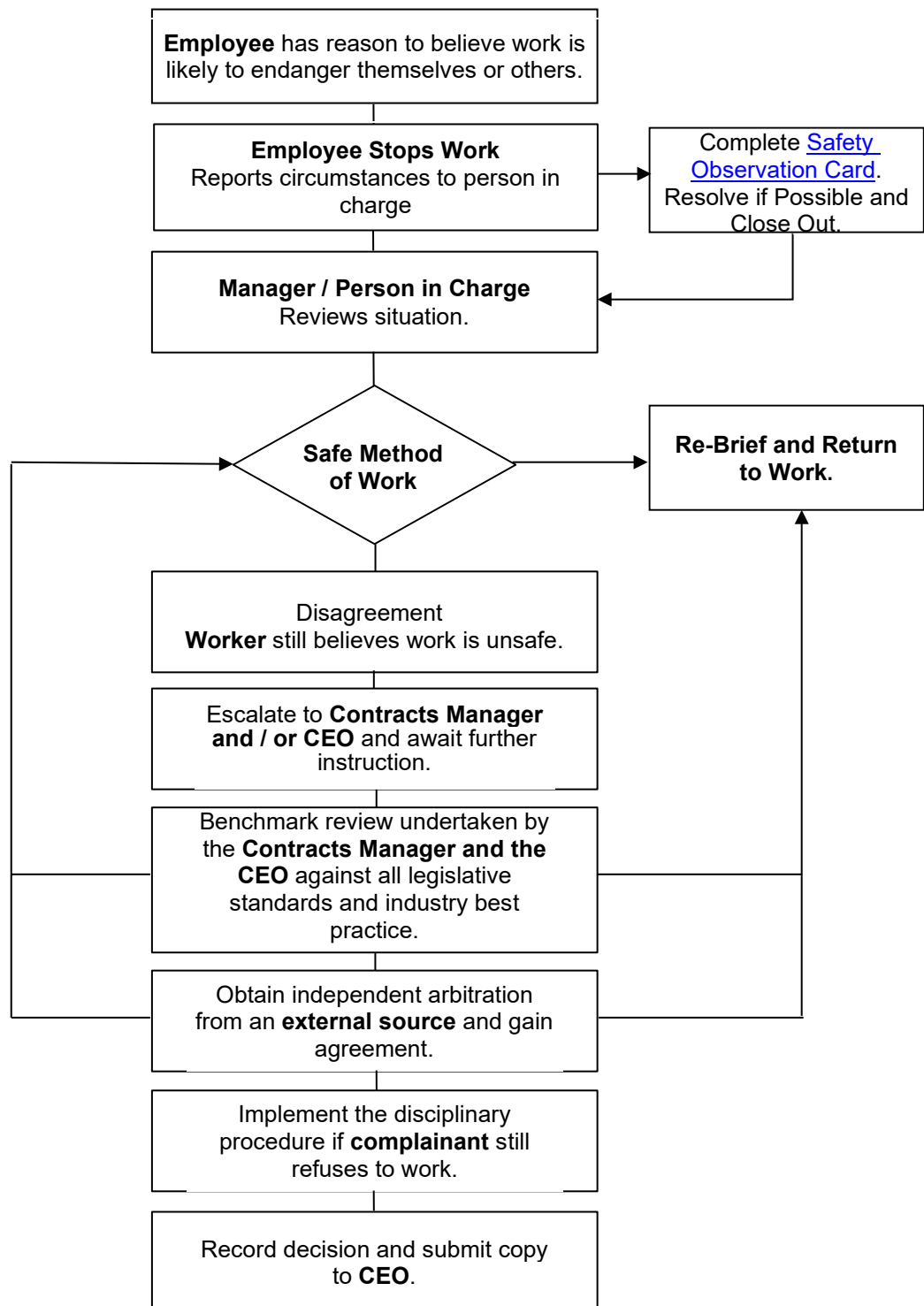
**Signed Policies Are Available Upon Request**

**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 2023



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