



## WORKSAFE POLICY STATEMENT

KAMM Civil Engineering Limited (KAMM) acknowledge our responsibility under the Health & Safety at Work Act and associated regulations and recognise our duty of care to undertake all efforts to maintain safe systems affecting the health, safety and welfare of our workforce.

We will ensure that no one under our control is exposed to unacceptable levels of health or safety risks at work.

Before any works shall commence a suitable and sufficient risk assessment shall be carried out in line with company policies and procedures. Control measures will be implemented including a method statement, site specific risk assessments and COSHH assessments, all of these will be issued and must be read and understood by all personnel before any works shall commence.

KAMM operates a Work Safe Policy (or Right to Refuse to Work Policy) to protect our workforce and ensure others not in our employment are not placed at risk.

Every member of KAMM and every member of any contractor's team working on any KAMM project, has the absolute right to decline to carry out work if they feel it is not safe to do so.

Suitable training and supervision will be provided to ensure our workforce is competent in the works they are undertaking. The company does not expect any member of our workforce or a contractor to undertake any duties unless they are competent, have been briefed on all relevant information specific to the task and that they fully understand all the requirements.

Where the operation of plant & equipment, a site condition or a method of working constitutes a danger to a 3rd party you 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 Supervisor as soon as possible, and no one should continue to work until the working environment is made safe.

Managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed.

KAMM will not discipline, discharge, suspend, lay off or demote any person or impose any financial or other penalty on persons who invoke the Refusal to Work Procedure.

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**Adam McCormack**  
**Director**  
**1<sup>st</sup> January 2024**

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**Keith McWilliams**  
**Director**  
**1<sup>st</sup> January 2024**