



GUARANTEED ROOFING SOLUTIONS

# Worksafe Policy

## Worksafe

Radmat Building Products Ltd acknowledge our responsibility under the Health & Safety at Work Act and associated regulations and recognise our duty of care. We undertake to maintain safe systems affecting the health, safety and welfare of our employees.

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

All Radmat personnel, and subcontractors working on its behalf, may refuse to carry out a task if they believe that they (and/or others in the work area) are at risk of illness or injury

### **Circumstances may include:**

- Insufficient competence/training for the required task
- Insufficient or inappropriate equipment for the required task
- Inoperative or unsafe equipment
- Insufficient or inappropriate PPE
- Work area inappropriate for the required task
- Insufficient or inappropriate separation of work area from other personnel or hazards

This policy is applicable to those working at the Market Harborough site and to those working at customer or third party locations

Any situation arising which leads to an individual refusing to work for Health and Safety reasons must be reported to the senior person on site as soon as possible

Where possible the situation will be resolved by Line Manager of the employee refusing to work. Escalation for resolving a refusal to work is through the Head of Technical Services & Operations or the Managing Director and their decision will be final.

The HR Department should be informed within two working days of the refusal to work and advised of the actions taken to resolve the issue

Managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed, through the *Near Miss Reporting* procedure.

Radmat Building Products Ltd will not take disciplinary action or impose any financial or other penalty against an employee who invokes the Worksafe Policy, providing the above procedure has been followed.

The policy cannot be applied retrospectively to an incident which was not reported as a Health & Safety issue at the time it occurred.