



Walker Construction (UK) Limited aims to provide a safe working environment and safe systems of work so far as is reasonably practicable and are committed to continual improvement and to enforcing an effective Work Safe Policy. In order to achieve this, we have three fundamental requirements.

## 1.0 Safe Systems of Work.

All activities will be risk assessed and suitable and sufficient control measures will be implemented and cascaded to all employees and Contractors before the activities are undertaken. Risk assessments will be carried out in line with the Management of Health & Safety at Work Regulations 1999 Reg 3 and the HSE Brief Guide to Controlling Risks in the Workplace INDG 163. Control measures are designed in accordance with a strict hierarchy that will reduce risks to As Low As is Reasonably Practicable.

## 2.0 Competent Workforce.

Sufficient training and mentoring are provided to ensure the competence of all staff. We do not expect any employees or Contractors to undertake any duties unless they are competent, trained and have been briefed on any relevant information specific to the task and have suitable PPE.

## 3.0 Safe Behaviours.

We require all employees and Contractors to work safely at all times and to ensure that others around them work safely.

This includes: -

- Complying with site rules.
- Complying with site specific procedures and instructions.
- Wearing the correct and appropriate PPE.
- Using of the correct tools and equipment.
- Trained to use tools and equipment for identified tasks in hand.

Employees and Contractors refusing to work on the grounds of Health & Safety will be supported. Any reports of unsafe working will be investigated and appropriate remedial action taken.

Managers and Supervisors will be responsible for ensuring all staff and contractors under their control comply with this policy and shall ensure that: -

- A safe system of work is in place.
- All employees and Contractors are competent and trained.
- Arrangements are in place to report unsafe acts.

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# WORK SAFE POLICY



**Escalation process - No disciplinary action will be taken against any individual who uses the Refusal to Work process.**

- Employee raises a concern with the line manager over an unsafe system of work, condition or unsafe act. Operative and others affected move to a place of safety.
- If on the rail infrastructure COSS / PIC or person who set up the system of work, stops the specific task or activity and reviews safety arrangements. If not on the infrastructure the activity is stopped and arrangements reviewed.
- System confirmed as safe or adjusted as necessary.
- Do both parties agree that it is safe to continue?
- If YES task or activity is re-started and COSS / PIC records details.
- If NO the Director or his deputy is contacted to investigate.
- System is either confirmed as safe or adjusted, developed and implemented to make safe.
- Do all parties agree it is safe to continue?
- If YES task or activity is re-started and supervisor records details.
- If NO re-deploy work group to other tasks if safe to do so AND
- Unsafe work activity is postponed until re-planned in a safe manner

Additionally, staff, have a right to report any incidents/concerns confidentially to the Confidential Incident reporting and analysis system (CIRAS). If you want to make a report, please call Freephone 0800 4101 101, Text 07507 285887 or write to Freepost CIRAS. Information is also available on the CIRAS web site [www.CIRAS.org.uk](http://www.CIRAS.org.uk).

This policy is communicated to all employees and Contractors and is reviewed periodically to ensure that it remains relevant and appropriate. This policy is available to the public and all other interested parties on request.

This policy will be reviewed and evaluated annually unless there are changes in legislation when it will be reviewed and updated in accordance with those changes.

Signed:

**Signature Protected!**

..... Dated: 19<sup>th</sup> September 2025  
Phil Webb  
Managing Director

The policy has also been produced as a separate document and is on the Company Website [www.walker-construction.co.uk](http://www.walker-construction.co.uk)

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THIS DOCUMENT WILL BE ISSUED IN A CONTROLLED MANNER BUT WILL BE CONSIDERED UNCONTROLLED ONCE PRINTED.