

# Refusal To Work On The Grounds Of Health & Safety Policy

Any employee of Aarsleff Ground Engineering Ltd may refuse to work or do particular work where he or she has reason to believe that:

- Any equipment, machine, device, or thing the worker is to use or operate is likely to endanger themselves or anyone else.
- The physical condition of the workplace or part thereof in which he/she works or is to work is likely to endanger himself/herself or anyone else.

Upon refusal, the employee will report to his/her supervisor who will immediately investigate the report in the presence of a fellow employee and or the employee refusing to work.

The employee will remain at a safe place near his/her workstation until the investigation is completed unless the employer assigns the employee to alternative work or gives other directions to the employee.

If, following the investigation and corrective actions, the employee still has reasonable grounds to believe that the situation remains dangerous, the employee may continue to refuse to work. The matter will then be further escalated through Line Management, up to the STEQ Manager and Operations Director if required, to a satisfactory close.

No other employee will be assigned to the work being refused unless that employee has been advised of the first employee's refusal and reasons for the refusal. At no time will any disciplinary action be taken for any genuine cases.

The contents of this policy and all revisions which may be made will be brought to the notice of all employees through the 'refusal to work flowchart'.

This policy will form part of the Integrated Management System and be formally reviewed annually by Senior Management.

Signed on behalf of the Board of Directors :

Signed:



Kevin Hague - Managing Director, Aarsleff Ground Engineering Ltd

Date: January 2024



**AARSLEFF**