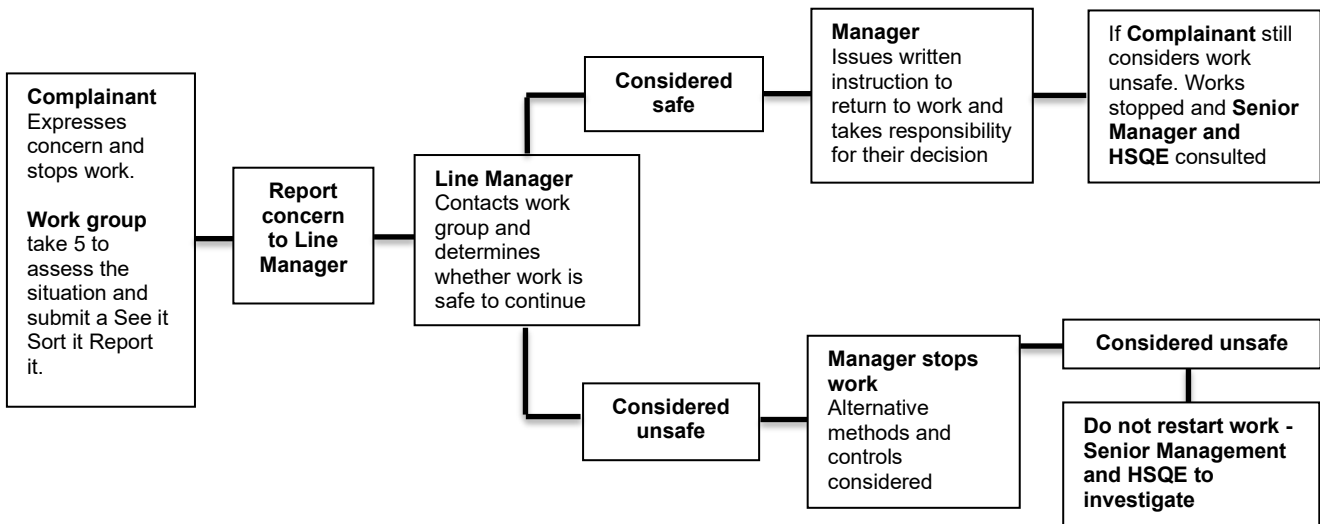


BCM Construction holds the Health & Safety of the workforce as its highest priority. We acknowledge our responsibilities and duty of care under the Health & Safety at Work etc. Act 1974 (and associated regulations) to undertake and maintain safe systems of work affecting the health, safety and welfare of our employees. We ensure that no worker under our control is exposed to unacceptable levels of health or safety risks whilst at work. This commitment is deeply embedded within our company Health & Safety culture and Core Values.

BCM operates a Worksafe policy (right to refusal to work on the grounds of safety) to protect our employees, contractors and visitors. We are committed to ensuring all personnel under our control feel confident to raise any concern about the safety of a task or safe system of work. Every member of BCM and any subcontractor working on BCM managed projects, has the absolute right to decline to carry out work if they feel it is not safe to do so. Where any site condition or a method of working constitutes a danger to the employee or another person the employee 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 senior person on site as soon as possible, and no employee should continue to work until the refusal to work on the grounds of safety (T-HSD-04) process has been fully implemented. The following indicates the procedure to follow.

**Please Note: This procedure is free from any form of disciplinary process.**



Any situation where the Work Safe process has been applied a record will be kept and will be formally reviewed.

Should a manager deem a complaint to be unjustified, senior management must be copied in to the written response for information. Managers and staff are encouraged to report any unsafe acts or conditions, which they have witnessed through the close call reporting process (See it. Sort it, Report it). These will be reviewed by the HSEQ Team and senior management and any actions required will be implemented. Unsafe acts and conditions can also be reported to the Confidential Incident Reporting & Analysis System (CIRAS).

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by BCM. All employees and subcontractors are required to comply with this policy. They will be briefed and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and is available on request.

The Directors of BCM are committed to this policy and are responsible for ensuring its arrangements are implemented and upheld. The Directors will also ensure that anyone who invokes this procedure will not be adversely affected as a result. It will be reviewed annually and revised as often as may be deemed appropriate.

Shane O'Halloran  
**Managing Director**  
 March 2021