

### Worksafe

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AmcoGiffen (Amalgamated Construction Ltd and Giffen Group Ltd) is fully committed to its duty of care and acknowledge responsibility under the Health and Safety at Work Act. All workers have a right to work in places where risks to their health and safety are properly controlled. The company undertakes to maintain a safe working environment for all workers by means of this Worksafe Policy and company procedure HS72 (Worksafe).

Under this Worksafe Policy, all workers have the right to refuse to carry out work if they feel it is not safe to do so. They also have the right not to return to their place of work whilst that danger persists.

All concerns must be raised in the first instance to their immediate line manager; any reports of an unsafe act will be fully investigated and appropriate remedial action taken.

All refusals to work will be responded to promptly and the person initiating the Worksafe procedure will be informed of decisions throughout the process.

Refusal to work on the grounds of Health and Safety is free from detriment or disciplinary action under the Employment Rights Act 1996 (and amendment Order 2021) and will not affect in anyway future prospects within the company.

Employees shall be made aware of the Confidential Incident Reporting and Analysis System (CIRAS) whilst working on railway infrastructures. The contact number is 0800 4101101. No employee, or anyone working on behalf of the company, is expected to carry out any task where the risk to themselves or any other person is considered unacceptable.

All situations where this Worksafe Policy has been raised will be reported to the SHEQ Director.

This Policy will be reviewed annually, as a minimum, to ensure its continued effectiveness.



**John Booth**  
Managing Director

