



WORKSAFE POLICY

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Beton Bauen Ltd acknowledges its responsibility under the Health and Safety at Work Act and recognises its duty of care, it undertakes to maintain a safe system of work and operates a Worksafe Policy (or Refusal to Work Policy) for all our employees and subcontractors working at all of our sites.

Risk Assessments are carried out in line with the Company's Health and Safety Policy. Control measures are in place including Method Statements, COSHH assessments and Toolbox Talks to reduce risk as far as practical. Point of Work Risk Assessments are also in place for Beton Bauen supervisors to identify risks arising due to change of working conditions or methods on site.

Sufficient training and mentoring is provided to ensure the competence of all staff, we do not expect any employee or sub-contractor to undertake any duties unless they are competent, have been briefed on any relevant information specific to the task and have suitable PPE.

We require all employees and sub-contractors to work safely at all times and to ensure that others around them work safely. This includes complying with site rules, all site specific procedures and instructions, wearing the correct and appropriate PPE, and the use of the correct tools and equipment.

Where the use or operation of a machine, method of working or other influencing factors that constitutes a danger to an employee or sub-contractor exists, the employee or subcontractor may refuse to carry out the operation.

Employees and sub-contractors refusing to work on Health and Safety grounds will be supported and no disciplinary action, financial or other penalty will be taken. Escalation for resolving a refusal to work is through the senior person on site in the first instance and reports of unsafe working will be investigated and appropriate remedial action will be taken.

The person raising the Worksafe Procedure will be informed of decisions throughout the process.

The Worksafe Policy will be brought to the attention of all employees. The Policy does not form part of an individual's contract of employment, and may be amended as required.

Signed:



Position: Managing Director

Date: 05/01/2026