



Space Solutions (Scotland) Ltd

Worksafe Policy Statement

Version 2
25th Oct 2018

WORKSAFE POLICY

Space Solutions (Scotland) Ltd and Subsidiary Companies acknowledges its responsibility under the Health & Safety at Work Act and recognises our duty of care and undertake to maintain safe systems of work and operates a Worksafe Policy (or Refusal to Work Policy) for all our staff and sub-contractors working on all of our sites.

Space Solutions (Scotland) Ltd and Subsidiary Companies has in place a blame free procedure for questioning and ultimately refusing to undertake work in such a way that is unsafe and a risk to their own and/or others' health and safety.

Space Solutions (Scotland) Ltd has systems and support in place to help monitor and manage a variety of health-related topics. These include Work Related Stress, Display Screen Equipment monitoring, medicals where required, health surveillance and monitoring including noise and vibration, Absence and sickness monitoring and support returning, etc.

Risk Assessments are carried out in line with the Management of Health & Safety at Work Regulations and Space Solutions (Scotland) Ltd and Subsidiary Companies' Health & Safety Policy. Control measures are put in place including Method Statements, COSHH information and Toolbox Talks to reduce risks as far as reasonably practical.

Sufficient training and mentoring is provided to ensure the competence of all staff and 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 suitably protective equipment (PPE).

Space Solutions (Scotland) Ltd 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 the site rules, all site-specific procedures and instructions, wearing correct and appropriate PPE and the use of the correct tools and equipment.

Where the use or operation of a machine, method of working of other influencing factor(s) that constitute a danger to staff or another person exists the employee or sub-contractor may refuse to operate the machine. The employee or sub-contractor may refuse to carry out a method of working when it puts the life, health or safety of himself/herself or another person in danger.

Employees and sub-contractors refusing to work on Health & 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 any reports of unsafe working will be investigated and appropriate remedial action will be taken.

The employee raising the Worksafe procedure will be informed of decisions throughout the process. This policy will be reviewed annually by the Managing Director.

A handwritten signature in black ink, appearing to read 'Steve Judge'.

Mr. Steve FC Judge
Chairman

A handwritten signature in black ink, appearing to read 'Robin Young'.

Mr. Robin Young
Group QHSE Manager