



Thompsons of Prudhoe Group of Companies* Policy Statement

*The Thompsons of Prudhoe Group of Companies comprise:

Thompsons of Prudhoe Holding Ltd, Thompsons of Prudhoe Ltd, W & M Thompson (Quarries) Ltd & Tyneside Minimix (Concrete) Ltd
Registered Offices: Thompson House, Princess Way, Low Prudhoe, Northumberland, NE42 6PL

WORKSAFE POLICY

The Thompsons of Prudhoe Group of Companies ("the Group") acknowledges its responsibility under the Health & Safety at Work Act 1974, recognizes its duty of care, undertakes to maintain safe systems of work and operates a Worksafe Policy (or Refusal to Work Policy) for all of staff and sub-contractors working on all of our sites.

The Group carries out Risk Assessments in line with the Management of Health & Safety at Work Regulations 1999 and the Group's Health & Safety Policy. Control measures are put in place including Method Statements and Safe Working Procedures to reduce risks as far as reasonably practical.

Sufficient training and instruction will be 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 protective equipment (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, method statements, safe systems of work and site 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 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 also 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 when concerns are genuinely held. Escalation for resolving a refusal to work is through the senior person on site in the first instance and shall be notified to the Contracts Manager as soon as practicable. Any reports of unsafe working will be investigated by the Contracts Manager who will determine what, if any, appropriate remedial action is to be taken, and will notify the Group Safety Manager of the findings. The employee raising the Worksafe Policy will be informed of the decision throughout the process. Any employee unhappy with the decision of the Contracts Manager shall invoke the Group's Grievance Procedure.

The Safety and Wellbeing of all persons is of the utmost importance and seriousness in the Group and anyone found to be undermining the purpose and principles of this Worksafe Policy through frivolous or vexatious claims of unsafe practices will be disciplined.

This Policy Statement Shall be reviewed annually, and following any significant change or development in the Group's business operations.

Signed:

Date: 10.8.18

John Thompson Jnr
Director
Thompsons of Prudhoe Group

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