



James & Son Ltd

James and Son Limited

Worksafe Policy

(January 2023)

Signed  (Director)

Date 04/01/23

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James & son Ltd. operates a Worksafe Policy (Or Refusal to Work Policy) for its staff working on all their sites. Every member of any Sub-contractor's team working on any James & Son managed project(s), has the absolute right to decline to carry out work if they feel it is not safe to do so. Any situation arising which leads to an individual refusing to work for health and safety reasons must be reported to management as soon as possible, and no work should be recommenced until the issue(s) causing concern have been addressed. The company additionally provides full confidential reporting arrangements via dedicated Site Managers. Contact numbers for confidential reporting are provided on site and are issued as part of the briefing process. Managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed.