

Ref. No:	IMS-POL-04	<h1>Work-safe Policy</h1> <p>(See QA-M-01)</p>	
Rev. Status:	03 JAN 20		

Nicol of Skene Ltd are committed to providing, so far as is reasonably practicable, a Health & Safety Policy in the workplace which will safeguard the health, safety and welfare of all its employees, sub-contractors, the general public and any others who may be affected by company actions or omissions.

It is the company's policy to provide safe and healthy working conditions for all employees, and to make available all necessary resources in terms of manpower, plant and equipment, training, information and supervision for the safe execution of their work.

No employee of Nicol of Skene Ltd, or anyone working on behalf of Nicol of Skene Ltd, is expected to carry out any task where the risk to themselves or any other person is considered unacceptable.

A Work-safe Policy is in place to protect any employee that refuses to work on the grounds that a task, method of working or equipment is suspected of being dangerous or harmful to the employee or others, or of being an accident waiting to happen.

Any employee or sub-contractor refusing to work on Health & Safety grounds will be supported and no disciplinary action, financial or other penalty taken.

Any situation arising which leads to an individual refusing to work for health & safety reasons must be reported, in the first instance, to the senior person on site as soon as possible.

The person in charge shall, in discussion with the employee, make an assessment of the situation and determine the course of action required. An agreement should be reached that there has been a suitable and sufficient risk assessment of the task, the system of work is safe and that the work can be restarted.

If a safe method of work cannot be agreed, the work will not be restarted and the person in charge shall report the issue to the Managing Director for further instruction.

No work shall be recommenced until the issue causing concern has been addressed.

Details of all refusals to work related to safety concerns must be notified to the QHSE Systems Manager and Managing Director.

Authorised by:



Richard Stott
Managing Director.

Date: 06th January 2021

Next Review Due: January 2022