



## Worksafe Policy

### Commitment

The safety of staff members and those around them is of paramount importance to Arbus Ltd. No employee, or anyone working on behalf of Arbus Ltd, is expected to carry out a task where the level of risk to themselves or others could be deemed unacceptable.

Under the Arbus Ltd Worksafe, or Refusal to Work Policy, persons working on behalf of Arbus Ltd have the right to refuse to carry out work if they feel it is unsafe to do so.

Refusal to work on the grounds of health and safety is free from any disciplinary action and will not affect in any way a person's future prospects with the company.

All staff members are encouraged to report unsafe acts or conditions either by using the 'Near Miss' section of the Arbus App or speaking to their supervisor. All reported issues will be investigated by the SHEQ Manager and treated positively.

### Procedure

Any instance in which an individual refuses to work for Health and Safety reasons must be reported to the project manager with a full explanation of the identified risk.

The project manager will then, in discussion with the worker, make an assessment of the situation and determine the required course of action. At this point, the project manager is encouraged to discuss the matter and proposed remedial action with the SHEQ Manager.

Work shall not continue until all parties agree on a safe system of work. Situations such as this must be reported to and documented by the SHEQ Manager. All such reports will be reviewed by the SHEQ manager for the continuing improvement of safety processes.

Signed :  Name : Karl Petters Position : Director

Signed :  Name : Lee Petters Position : General Manager

Date Signed : 15/02/18

Review Date : 15/02/19