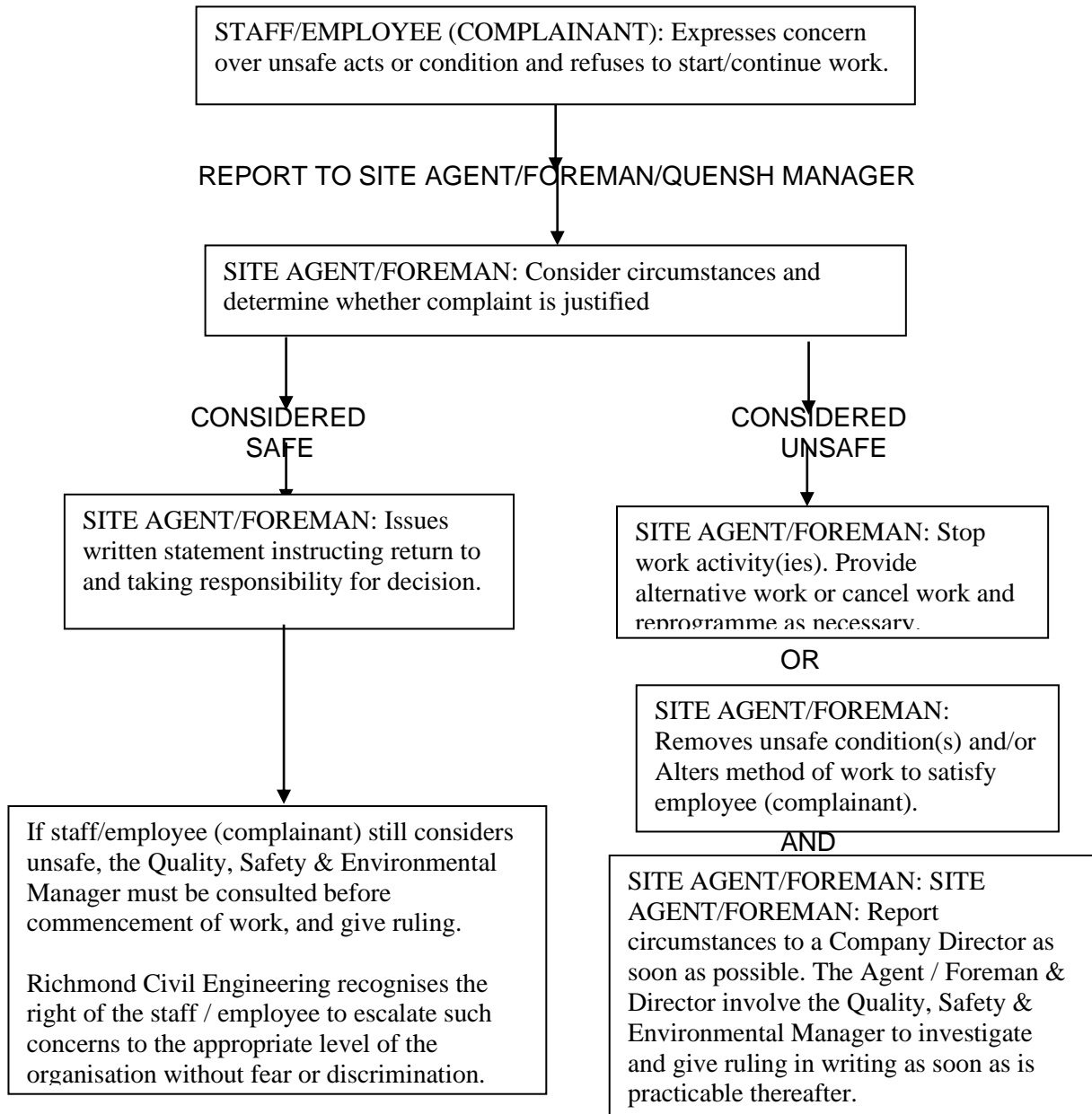


WORKSAFE POLICY

It is the Policy of Richmond Civil Engineering Limited to allow staff and employees to refuse to work on the grounds of health and safety. Richmond Civil Engineering Limited encourages the identification of unsafe acts and conditions and welcome all staff and employees to report any health and safety issues, unsafe situations or work arrangements. We reassure our staff and employees that in exercising their right to refuse to undertake any work activity which is unsafe, they should have no fear of disciplinary actions in exercising those rights nor being disadvantaged in any way. Employees must also report any hazard, unsafe situations and unsafe practices found *within their areas of work to CIRAS on Freephone 0800 101 101 or via <http://www.ciras.org.uk/>.

Our arrangements for achieving the above policy are:



This Policy shall be communicated to all members of staff and employees at Initial Induction. I, in liaison with members of the management team, will review this policy statement at least annually, in order to ensure that it is still applicable, current, suitable and relevant to the company’s business activities.

Signed 
Construction Director.

Dated: 19th June 2020