



Work-Safe Procedure (Refusal to Work)

Fomac Construction Ltd is committed to the promotion of safety, health and welfare of its employees and temporary workers, contractors and neighbours. All work will be assessed, resourced and conducted in the manner which will anticipate and eliminate occurrence of situations hazardous to safety and health.

The need of anyone to refuse work on grounds of serious danger of inadequate safety measures hopefully should rarely occur, but the possibility exists. The following procedure must be adhered to by all workers permanent or temporary with no exceptions:

- No person will enter the clients/contractors workplace without having had a full and proper briefing on the safe system of work to be used
- No person shall under any circumstances sign a blank Risk Assessment or briefing form
- No person shall enter high risk or restricted areas e.g. confined spaces without the correct certification required and having their certification checked by the Person in Charge.
- No person shall work or act in an unsafe manner
- No person shall accept any instruction to work in an unsafe manner whether affecting themselves or others
- Fomac Construction Ltd will fully investigate any dispute concerning unsafe working practices
- Fomac Construction Ltd will operate a "NO WORK" policy in all cases where safety is compromised

If you believe that a task you are required to carry out will endanger yourself or others you should cease from carrying out the task and immediately report the situation to the person in charge and to your Fomac Construction Ltd Consultant.

The next review date: May 2027

Date: 31st May 2026

Signed:

A handwritten signature in black ink, appearing to read "M. C. M. M. M.", written over a horizontal line.