



## **KCP ENVIRONMENTAL SERVICES LTD**

### **WORKSAFE POLICY**

It is the policy of KCP ENVIRONMENTAL SERVICES LTD ("the [Company/Organisation]") to acknowledge its responsibility under the Health & Safety at Work Act and recognises our duty of care and undertake to maintain safe systems of work and operates a Worksafe Policy (Refusal to Work Policy) for all of our staff.

Risk Assessments are carried out in line with the Management of Health & Safety at Work Regulations and the Company's Health & Safety Policy. Control measures are put in place including Safe Systems of Work (SSW), COSHH information and Toolbox Talks to reduce risks as far as reasonably practical.

Sufficient training and mentoring is provided to ensure the competence of all staff and we do not expect any employee to undertake any duties unless they are competent, have been briefed on any relevant information specific to the task and have suitable protective equipment (PPE).

KCP ENVIRONMENTAL SERVICES LTD requires all employees to work safely at all times and to ensure that others around them work safely. This includes complying with site rules, all site specific procedures and instructions, wearing correct and appropriate PPE and the use of the correct tools and equipment.

An employee may refuse to carry out a method of working when it puts the life, health or safety of himself/herself or another person in danger. Employees refusing to work on Health & Safety grounds will be supported and no disciplinary action, financial or other penalty will be taken.

Escalation for resolving a refusal to work in the first instance is through their supervisor/controller. All reports of unsafe working will be investigated for root cause and appropriate remedial action will be taken. If the issue cannot be resolved at this level then it must be reported to the line manager. Lessons learned will be communicated to all persons concerned

Whilst KCP ENVIRONMENTAL SERVICES LTD accepts its responsibilities towards Health and Safety it is expected that other individuals, Contractors, Sub-Contractors, Self Employed Persons, Clients and Consultants fulfil and comply with their legal requirements under Section 7 & 8 of the Health & Safety at Work Act 1974 e.g. take reasonable care for their own health and safety and that of others that may be affected by their acts and omissions, to co-operate with management on matters of health & safety and do not interfere with or misuse anything provided in the interests of health & safety.

The Directors and Managers of KCP ENVIRONMENTAL SERVICES LTD are committed to this policy.

A handwritten signature in blue ink, appearing to read 'Wendy Pring', is positioned above the name and title.

**Wendy Pring, Managing Director – January 2020**