

Worksafe Policy

Jackson Civil Engineering operates a 'worksafe' (or refusal to work) policy for all personnel employed on our construction sites, and in particular, whilst working on railway infrastructure.

Every person working on any JCE managed project, whether a direct employee or subcontractor, has the absolute right to decline to carry out work if he/she feels it is not safe or not environmentally acceptable to do so, free from any disciplinary action.

Any situation arising that leads to an individual refusing to work for health, safety or environmental reasons must be reported to line management as soon as possible, and no work is to be recommenced until the issue causing concern is resolved.

The escalation process to be followed is contained within the Worksafe Code (CP 310.25).

We provide confidential reporting via the Legal and QHSE Director, and also subscribe to the railway industry's confidential reporting arrangements.

Our confidential reporting contact number is: 07929 793372

Other contact number(s) for confidential reporting, particularly for railway projects, are briefed to personnel during site inductions and displayed in the site offices.

Employees are encouraged to report unsafe acts and conditions and the CIRAS reporting number is: 0800 4 101 101

All managers and staff must report any unsafe or environmentally unacceptable practices that they witness.

Further details are provided in the *Worksafe Code* (CP 310.25).

A handwritten signature in blue ink, appearing to read "B. Crofton", with a long horizontal stroke extending to the right.

Brian Crofton, Managing Director

January 2021