

# Work Safe Policy Statement

We acknowledge our responsibility under the Health and safety at Work Act and recognise our duty of care and undertake to maintain safe systems affecting the health and welfare of our employees.

We will ensure that no-one under our control is exposed to risks at our premises or on site.

This policy has been created to protect employees and to ensure Company is not put at risk.

This policy is designed to cover all projects at the Company premises and projects on-site.

All employees are briefed on the Work Safe Procedure.

Where the use or operation of a machine or a method of working constitutes a danger to the employee or another person; or where the site conditions constitute a danger to the employee, the employee may refuse to work.

Horizon Group Ltd. will not discipline, discharge, suspend, lay-off or demote an employee or impose any financial or other penalty on an employee who invokes their right to refuse to work under the above conditions.

All issues relating to refusal to work must be addressed to the Senior Manager in the first instance. Escalation for resolving a refusal to work will be forwarded to the Health and Safety Director whose decision is final.

The employee raising the refusal to work will be informed of decisions throughout the process.



Managing Director, HORIZON GROUP

3<sup>rd</sup> May 2019

