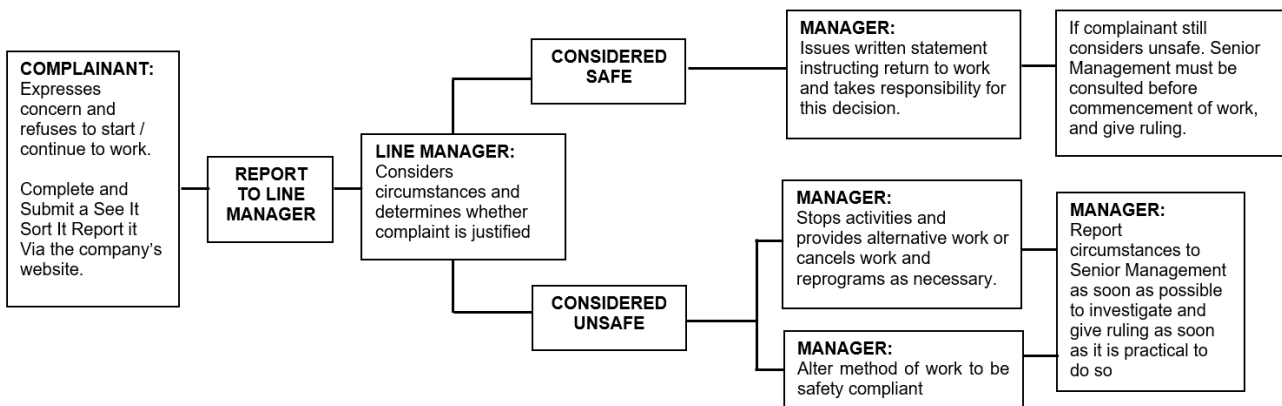


BCM Construction holds the Health & Safety of the workforce as its highest priority. We acknowledge our responsibilities and duty of care under the Health & Safety at Work etc. Act 1974 (and associated regulations) to undertake and maintain safe systems of work affecting the health, safety and welfare of our employees. We ensure that no worker under our control is exposed to unacceptable levels of health or safety risks whilst at work. This commitment is deeply embedded within our company Health & Safety culture and Core Values.

BCM operates a Worksafe Policy (Right to Refusal to Work on the grounds of Safety) to protect our employees, contractors and visitors. We are committed to ensuring all personnel under BCM control are never placed at risk. Every member of BCM and any subcontractor working on BCM managed projects, has the absolute right to decline to carry out work if they feel it is not safe to do so. Where any site condition or a method of working constitutes a danger to the employee or another person the employee may refuse to work.

Any situation arising which leads to an individual refusing to work for Health and Safety reasons must be reported to the senior person on site as soon as possible, and no employee should continue to work until the Refusal to Work on the Grounds of Safety (T-HSD-04) process has been fully implemented. The following indicates the procedure to follow.

Please Note: This procedure is free from any form of disciplinary process.



Should a manager deem a complaint to be unjustified, Senior Management must be copied in to the written response for information.

Managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed through the Close Call Reporting process (See it. Sort it, Report it).

All employees and others working on behalf of BCM are required to comply with this policy. It is briefed and acknowledged by all employees and subcontractors during the induction process and following any changes. It is accessible via SharePoint or available on request.

The Directors of BCM are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

Shane O'Halloran
Managing Director
 March 2019