

## **MadiganGill Group Holdings Limited Work Safe Policy**

### **MadiganGill Group Holdings Limited**

Incorporating:

**MadiganGill Resource Limited**  
**MadiganGill Security Limited**  
**MadiganGill Logistics Limited**

The Health & Safety at Work etc. Act 1974 requires MadiganGill Group Holdings Limited to ensure, so far as is reasonably practicable, the Health and Safety of our employees and anyone else who may be affected by our acts or omissions.

The purpose of this Policy is to ensure that all employees are aware of the manner in which MadiganGill Group Holdings Limited gives the opportunity to stop working, should employees consider the working environment or the working practice to be unsafe.

In order to carry out this policy, responsibilities for Health and Safety have been clearly defined, allocated and accepted at all levels. All employees must play their part in implementing this policy if safety standards are to constantly improve. The Refusal to Work process is as follows:

If an employee (individual) believes that a task or condition will endanger either themselves or others, work should cease, and the situation be immediately reported to the person in charge on site (MadiganGill Group Holdings Limited representative as appropriate).

The situation will then be reviewed by the person in charge on site and consideration will be given to the safety impact on the individual and others. Wherever possible, Immediate and appropriate action must be taken to resolve the situation.

As a result of the review, the system of work will either be confirmed as safe or amended. If the individual is satisfied with this outcome, they will resume work.

If the individual remains dissatisfied, the person in charge will contact the MadiganGill Group Holdings Limited Manager providing all relevant details/background to the situation.

If the situation cannot be resolved, a benchmark review will be undertaken by the MadiganGill Group Holdings Limited Manager against all legislative standards and industry best practice to determine the safety impact of the task or condition.

If the benchmark review fails to produce a satisfactory outcome, the disputed system of work will cease and MadiganGill Group Holdings Limited support consultancy (Health and Safety) and the customer will be informed as soon as practically possible.

The Health and Safety support consultant will liaise with the customer to consider the disputed working arrangements, making any necessary changes and advise the Client accordingly.

Changes to working arrangements will be documented and implemented by the Client. This may include amendments to internal work instructions, processes, method statement, risk, aspect and COSHH assessments.

Signed on behalf of the organisation : \_\_\_\_\_



Date : 3<sup>rd</sup> January 2024

Signed by : Danny Madigan

Position : Managing Director

Next Review Date : 4<sup>th</sup> January 2025