



## WORK SAFE POLICY STATEMENT

As Managing Director of WEC GROUP LTD i acknowledge my responsibility and duty of care under the Health and Safety at Work Act 1974 as amended (General Duties of Self-Employed Persons) (Prescribed Undertakings) Regulations 2015 and undertake to maintain safe systems effecting the health and welfare of my employees and sub-contractors working on Rail Projects.

Therefore i will provide to employees working on Rail Projects with a Work Safe Procedure WEC RAIL- 023 for questioning and ultimately refusing to undertake work in such a way that is unsafe and a risk to their own and or other's health & safety.

This will ensure work is stopped and the system of work will be changed, if potential or imminent risk of accident or incident arrises.

The reasons why the company would expect the Work Safe Procedure to be invoked are :

- You are not competent to undertake the work
- You do not have correct equipment
- There is no Safe System of Work, or
- You do not have correct PPE

I have also made available reporting systems that will provide employees with the means of reporting anonymously any incident, unsafe acts concerns and safety environmental related issues.

The work safe procedure arrangements ( via Route Control/ SCO 24/7) , close calls and confidential reporting processes for Rail Projects , including CIRAS are designed to give all employees confidence that should they question the safety of working systems their views will be given serious consideration by the Company.

When a Work Safe or Confidential Report is received from an employee i will ensure a Responsible is

Allocated to investigate the concern and to make sure that a response to the concern will be published.

No attempt will be made to breach the anonymity of individuals as it is recognised that confidence in the

Integrity of the reporting system for employees does depend on individual's privacy being respected.



I will ensure WEC GROUP LTD will not discipline , discriminate or impose any form of penalty on any Employee working on Rail Projects , who invokes the Work Safe Procedure WEC Rail-023.

All employees working on Rail Projects will be briefed on the Work Safe Procedure and on all Confidential reporting systems during their induction and all employees will receive a re-briefing annually.

The employees working on Rail Projects who invoked the Work Safe Procedure will be informed of any decisions made throughout the process.

MANAGING DIRECTOR

STEVE HARTLEY,

A handwritten signature in black ink, appearing to read 'S. Hartley', written over a white background.

DATE,

17/03/2021