

WORK SAFE POLICY

Inside Out Group (Europe) Limited aim to provide a safe working environment and safe systems of work so far as is reasonably practicable and are committed to continual improvement and to enforcing an effective Work Safe Policy in accordance with Network Rail standard NR/CS/OHS/002. In order to achieve this, we have three fundamental requirements.

1.0 Safe systems of work.

All activities will be risk assessed and suitable and sufficient control measures will be implemented and cascaded to all employees and sub-contractors before the activities are undertaken. Risk assessments will be carried out in line with the Management of Health & Safety at Work Regulations 1999 and the HSE Brief Guide to Controlling Risks in the Workplace INDG 163. Control measures are designed in accordance with a strict hierarchy that will reduce risks to As Low As is Reasonably Practicable.

2.0 Competent Workforce.

Sufficient training and mentoring is provided to ensure the competence of all staff. We do not expect any employees or sub-contractors to undertake any duties unless they are competent, have been briefed on any relevant information specific to the task and have suitable PPE.

3.0 Safe Behaviours.

We require all employees and sub-contractors to work safely at all times and to ensure that others around them work safely.

This includes:-

Complying with site rules.

1. Complying with site specific procedures and instructions.
2. Wearing the correct and appropriate PPE.
3. Using of the correct tools and equipment.

Employees and sub-contractors refusing to work on the grounds of health & safety will be supported. Inside Out Group (Europe) Ltd will not discipline, discharge, suspend, lay off or demote any employee; or impose financial or other penalties on an employee who invokes their right to implements this stop work policy. Any reports of unsafe working will be investigated and appropriate remedial action taken. Any situation which leads an individual to stop work for health & safety reasons, must not restart until the concern has been resolved.

Managers and Supervisors will be responsible for ensuring all staff and contractors under their control comply with this policy and shall ensure that:-

1. A safe system of work is in place.
2. All employees and sub-contractors are competent.
3. Arrangements are in place to report unsafe acts.

The company is also committed to maintaining membership of the CIRAS Confidential Reporting System. As part of this membership the company will ensure all its personnel are made aware of the Reporting System process.

This policy is communicated to all employees and sub-contractors and is reviewed periodically to ensure that it remains relevant and appropriate. This policy is available to the public and all other interested parties on request.

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.

Signed:



Jay Dale
Operations Director
Inside Out Group (Europe) Limited
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