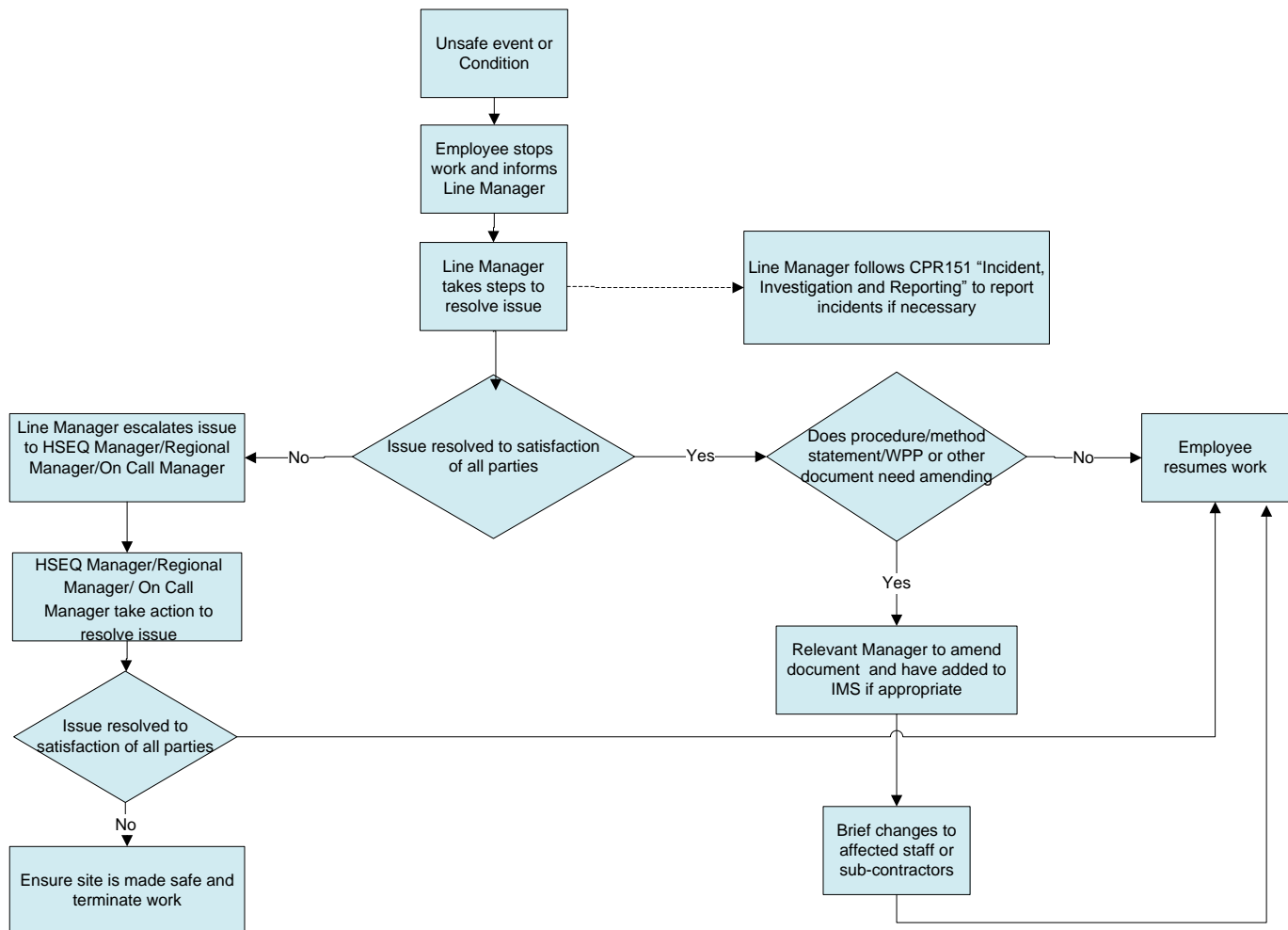


## Worksafe policy

Barhale's Health and Safety Policy Statement (PL600) clearly states that "Nobody will ask or allow any person to undertake a task unless it can be completed safely".

This document clarifies the action to be taken if any individual considers they are asked to work in a manner that exposes themselves or any other person to an unacceptable risk.

The scope of this document extends to all activities and operations undertaken by Barhale.



Both the employee and employer have the right to formal redress through the HSEQ, if the above process fails to address the safety concern.

**If you feel it is unsafe, don't do it! Everyone has the right to instigate this policy.**

**No one will be subject to adverse treatment or disciplinary processes for refusing to work on the grounds of health and safety.**

### Rail Contracts Only

If an employee feels their concern with regard to a matter of health and safety has not been sufficiently addressed, they can raise an issues through the Rail Industry confidential reporting process CIRAS The contact details for CIRAS are Tel: 0800 4101101, Text: 07507 285887, Email: [www.ciras.org.uk](http://www.ciras.org.uk).