

# Visual Interiors & Partitions Ltd

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## Work safe Policy

Visual Interiors & Partitions Ltd operates a Work safe Policy for all staff and contractors.

Every member of Visual Interiors & Partitions Ltd and our contractors working on any of our managed projects has the right to decline to carry out work if they genuinely believe it is not safe to do so and they have reasonable grounds on which to form this belief.


Any situation arising that leads to an individual refusing to work for health and safety reasons must be reported to management as soon as possible and no work shall recommence until the issue causing concern has been addressed.

Contact numbers for reporting are provided for each project and are issued as part of the induction process.

Visual Interiors & Partitions Ltd will not discipline, dismiss, demote, impose any financial penalty or in any other way penalise an employee who refuses to work because of their reasonable belief that it is not safe to do so on the grounds of health and safety.

Managers and staff are encouraged to report any unsafe act or conditions, however minor, that they have witnessed and without the fear of recrimination.

Escalation for resolving a refusal to work is through the senior person on site in the first instance. If an agreement cannot be made, a director/ partner will be contacted, and their decision is final.

<b>Date of Issue: November 2023</b>	<b>Signed:</b> 
<b>Date of Next Review: November 2024</b>	<b>Print Name: Philip Barker</b>

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