



Refusal to Work on the Grounds of Safety Policy

As Managing Director, I shall be fully resolute on the provision of safe systems of work for all our operational and support activities with the focus of maintaining all stakeholder wellbeing, improving our working environment and help effect cultural change by demonstrating that the safe way is the easy way regardless of the task.

In line with the XANDER RECRUITMENT GROUP LTD H & S Policy and to strengthen our commitment, XANDER RECRUITMENT GROUP LTD operate a Refusal to Work on the Grounds of Safety Policy. I shall continually review the Health and Safety arrangements and motivate all employees and stakeholders to focus on achieving the XANDER RECRUITMENT GROUP LTD Safety objectives. This policy has been influenced by The Health and Safety at Work Act 1974 specifically Section 2(1) and Section 7 (a-b) as detailed below:

Employers

Section 2(1) Ensure the health, safety, and welfare of employees while at work. Section 2(2) (a-e) Without prejudice to the above, the matters to which the duty extends include:

- (a) Provision and maintenance of safe plant and safe systems of work.***
- (b) Arrangements for ensuring safe means of handling, use, storage and transport of articles and substances.***
- (c) Provision of information, instruction, training, and Supervision***
- (d) Provision of a safe place of work and provision and maintenance of safe access and egress to that workplace.***
- (e) Provision and maintenance of a safe working environment and adequate welfare facilities. (Note: The above duties are all qualified by the term "so far as is reasonably practicable".)***

Employees

Section 7 (a-b) it shall be the duty of every employee while at work:

- (a) To take reasonable care for the health and safety of himself and others who may be affected by his acts or omissions at work.***
- (b) To co-operate with his employer or any other person, so far, as is necessary, to enable his employer or other person to perform or comply with any requirement or duty imposed under a relevant statutory provision.***

All employees and/or contractors who have any concerns regarding their safety, either from information you have been briefed or the working environment, you must challenge the Safe System of Work. Steps will be taken to investigate their concerns without reprisal. This process includes the encouragement of reporting unsafe acts and conditions.

Employees and contractor are advised that the CIRAS Process (www.ciras.org.net) is available, providing a Confidential Incident Reporting and Analysis System. However, the XANDER RECRUITMENT GROUP LTD Management Team would like the opportunity to address all safety concerns prior to invoking this process.

Alex Stockley – Managing Director – XANDER RECRUITMENT GROUP LTD

Date: September 2026

Review Date: September 2027