

Worksafe Policy Statement **2025 - 2026**

SG Civil Engineering Ltd (the Company) continually strive to ensure that no individual working for, or on behalf of the Company, carry out work where there is any form of unaccounted risk to both safety and health. Under the Health & Safety at Work etc, Act 1974, every employee has the right to refuse to carry out work which is unsafe.

Any individual working for, or on behalf of the Company, have an unconditional right to refuse working under any circumstance or environment that they perceive as unsafe.

This refusal to work will carry no consequence to the individual and the circumstances regarding the refusal to work must be fully investigated. It will be the duty of a senior member of the Company no matter what level to carry out this investigation and take any resulting action.

In any instance where a refusal to work is made due to safety concerns, the refusal will be responded to swiftly and positively by the management team ensuring the worker is informed of any findings and decisions made as a result.

Should an individual prefer to remain anonymous they should report any concerns by the following means;

- By letter to the Main Office;
- Directly to the Company appointed Health & Safety Consultant (the details of whom are presented at the company induction).

With the support of all our Workers and Sub-Contractors the Senior Management Team will ensure this policy is implemented and will continually monitor the workplace performance no matter the location.

This policy document will be brought to the attention of all workers and will be reviewed on a regular basis and no less frequently than annually.



S Gallagher
Operations Director
SG Civil Engineering Ltd

1st June 2025