

## **2.2 Worksafe Policy**

Delphini Ltd actively encourages any employee or sub contractor to decline to carry out any working activity, if they feel it is not safe to do so.

Delphini Ltd shall ensure that no employee or sub contractor shall be penalised for highlighting safety concerns, or refusing to work on the grounds of health and safety.

Joint consultation will be held between management and employees including any appointed safety representatives, to resolve any problems which may arise.

Information will be provided to employees on subjects relevant to any consultation that they will be involved with such as the planning of health and safety training; and risk and hazards involved during the course of their work.

To resolve problems both parties, if necessary, will jointly seek expert impartial advice.

Employees who feel that problems are not being satisfactorily resolved by line management should highlight such concerns to a through the normal lines of communications however this does not affect employees rights to contact the Health and Safety Executive independently.

Consultation will be undertaken if a decision is to be made involving work equipment, processes or organisation that could affect the health and safety of employees. Information will be provided and a chance will be given to the employees to express their views on the subject. These will all be taken into account before a decision is reached.

If any Delphini Ltd employee or sub contractor has any concern with regard their health and safety, or that of others, they should inform their manager/supervisor immediately (or as soon as it is safe to do, dependent upon the circumstances) and if he or she is not available, then they must report to an alternative person in authority. The process for dealing with all health and safety concerns is illustrated in the H&S Concerns Flow Chart (HS37).

A handwritten signature in blue ink, appearing to read 'D. Cormack', written over a horizontal line.

Dave Cormack  
Managing Director  
July 2016