



AB2K LTD –

WORK SAFE POLICY STATEMENT

AB2K Ltd acknowledge our responsibility under the Health & Safety at Work Act and associated regulations and recognise our duty of care and undertake to maintain safe systems affecting the health, safety and welfare of our employees. We will ensure no one under our control is exposed to unacceptable levels of health or safety risks at work.

AB2K Ltd operates a Work Safe Policy to protect our employees and ensure others not in our employment are not placed at risk.

Every member of AB2K and every member of any Sub-contractor's team working on any AB2K sites, has the absolute right to decline to carry out work if they feel it is not safe to do so.

Where the operation of a machine, a site condition or a method of working constitutes a danger to the employee of another person the employee may refuse to work.

Any situation arising which leads to an individual refusing to work for Health & Safety, Environmental or Quality reasons must be reported to the senior person on site or AB2K's hire desk as soon as possible, and no employee should continue to work until the working environment is made safe. The HSE Manager as well as their line Manager must also be informed. Escalation for resolving a Refusal to Work is through the Managing Director and their decision will be final.

Managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed through the Near Miss or Close Call Reporting procedure.

AB2K staff will not be subjected to discipline, discharge, suspend, lay off or demote an employee or impose any financial or other penalty on an employee who invokes the Work Safe process (SMP 05-AB).

Employees shall be made aware of the Confidential Incident Reporting and Analysis System [CIRAS] whilst working on railway infrastructures. The contact number for CIRAS is 0800 410 1101.

All refusals to work will be responded to promptly and the employee raising the Work Safe procedure will be informed of decisions throughout the process.

Stuart Gardner
Managing Director
AB2K Ltd
Exp July 2026

THIS POLICY REMAINS VALID UNTIL IT IS REVISED AND/OR RE-ISSUED