

RJ Power has a legal duty of care under health and safety legislation to keep employees and sub-contractors, safe always.

To do this RJ Power has developed robust processes and procedures to enable it to discharge this responsibility.

RJ Power recognises, that despite careful planning and/or changes in circumstances, situations may arise, where staff may feel that their own safety or the safety of others may be comprised by the activities that they are being asked to undertake.

To address this possibility RJ Power has introduced a Work Safe Policy that provides staff with right to stop work on the grounds of health and safety.

For more information on how to invoke this Policy, employees / sub-contractors are directed to the company's Work Safe Procedure RJPOL 110.

In general, if a member of staff is invoking the Policy, they must:

- Stop work immediately, making sure that they do not endanger themselves or others,
- Move to a position of safety, and,
- Immediately contact their supervisor or the person in charge, explaining that they have invoked the company's Work Safe Policy, explaining why they have stopped work,
- The supervisor/person in charge, will make arrangements to re-assess and re-plan the work. They will also plan to undertake an investigation into the events that led to the refusal to work.

Senior Management fully supports the right of any individual to stop working on the grounds of health and safety.

No disciplinary action will be taken against any individual for stopping work where there is a perceived risk to themselves unless, after investigation, the reason for stopping work was found to be malicious, where work had been stopped for reasons, other than health and safety.

All employees and others working for RJ Power, are required to comply with this policy to ensure they co-operate and conduct activities in a responsible manner.

It is the responsibility of RJ Power management and supervisory staff to ensure that this policy and its arrangements are implemented.

This policy will be reviewed annually and revised as often as may be deemed appropriate by RJ Power and then communicated and explained to all employees and sub-contractors.

This policy is available to the public and all other interested parties on request.

Accepted for issue by:



**Andrew Pierce, Managing Director,
RJ Power Networks.**
31st March 2025

Issue no:	04	Date:	Apr 2025	Parent Document:	Not Applicable
Revision Date			Mar 2026	Document Owner	Chairman
Page 1 of 1					
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