



Worksafe Policy

Locker Group Ltd acknowledges its responsibility under the Health & Safety at Work Act 1974 and recognises its duty of care and undertaking to maintain safe systems of work.

The company operates a Worksafe Policy (or Refusal to Work Policy) for all its staff and subcontractors.

Risk Assessments are carried out in line with the current Management of Health & Safety at Work Regulations and the Company's Health & Safety Policy. Control measures are put in place including Method Statements, COSHH assessments and Toolbox Talks to reduce risks as far as reasonably practicable.

Sufficient training and mentoring is provided to ensure the competence of all staff and any employee or sub-contractor is not required to undertake any duties unless they are proved to be competent, have been briefed on any relevant information specific to the task and have suitable personal protective equipment (PPE).

Locker Group Ltd requires all employees and sub-contractors to work safely at all times and to ensure that others around them also work safely. This includes complying with site rules, all site specific procedures and instructions, wearing correct and appropriate PPE and the use of the correct tools and equipment.

The employee or sub-contractor may refuse to carry out a method of working when it puts the life, health or safety of themselves or another person in danger. Employees and sub-contractors refusing to work on Health & Safety grounds will be supported and no disciplinary action, financial or other penalty will be taken. Escalation for resolving a refusal to work is through the senior person on site in the first instance and any reports of unsafe working will be investigated and appropriate remedial action will be taken.

Whilst Locker Group Ltd accepts its responsibilities towards Health & Safety it is expected that contractors, sub-contractors, self-employed persons, clients and consultants fulfil and comply with their legal requirements under Sections 7 & 8 of the Health & Safety at Work Act 1974: To take reasonable care for their own health & safety and that of others that may be affected by their acts and omissions, to co-operate with management on matters of health and safety and not to interfere with or misuse anything provided in the interests of health and safety.

We will enable employees and contractors to raise, discuss and resolve individual work related Health issues, through involvement of and consultation with the relevant Occupational Health representative.

We will ensure that employees who are identified as particularly at risk of ill health from their work or whose health affects their work, are provided with appropriate advice and support.



Employees

Employees will ensure that their own health and wellbeing is not adversely affected by their work through:

- Making informed lifestyle choices in regard to their health
- Informing their supervisor of any health condition that might affect or be affected by their work activities, the workplace or other persons.
- Co-operating with their supervisors and others with regard to the implementation of appropriate measures to control health risks in the workplace and elsewhere.

Managers And Supervisors

Will ensure that the health of employees is not adversely affected by their work through:

- Proactively considering the effect of work activities on health, so enabling the introduction of appropriate measures to eliminate or minimise any adverse impact.
- Ensuring Risk assessments are undertaken that embrace work related health issues.
- Providing appropriate information, instruction and training to staff with regard to health risks.
- Ensuring the early intervention and management of work related health issues
- Implementing the appropriate working arrangements, reasonable adjustments and support for staff that are identified as at particular risk.

Directors

The directors and managers of Locker Group Ltd are, and must be, committed to this policy and work continuously to improve the content, understanding, communication and implementation of this policy.



Andrew Campbell
Chief Executive Officer
Locker Group Ltd

6th January 2026



Daniel Woodward
Operations Manager
Locker Group Ltd

6th January 2026