

REFUSAL TO WORK ON ENVIRONMENTAL, HEALTH AND SAFETY GROUNDS PLATT & REILLY UK LIMITED

Within the culture of Platt & Reilly UK Ltd our employees are empowered to act safely.

To support this statement we have a process that supports both employees and management to reach a safe system of work.

If a situation arises where an employee feels they are being asked to work unsafely or create an unnecessary risk to themselves or the company the following will apply in a fair and just culture.

The Employee will contact his or her direct line manager/supervisor and state what they are being asked to do and why it is unsafe and unreasonable for them to do it.

The Manager will document the meeting (giving the employee a copy) and will enter into discussion on possible alternative methods to carry out the work in a safe manner.

If both sides agree that a solution has been reached and a safe system of work has been achieved this will be implemented and the matter will end.

If either side fails to agree, the full facts of the matter will be put before the Works Manager and a Director. They will implement a safe system of work for both parties.

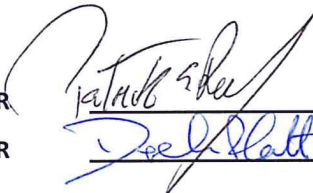
If an agreement cannot be made, our Health and Safety Adviser along with a Managing Director will meet and implement a safe working system.

Our Health & Safety Advisor is available for support at any time during these proceedings.

In the unlikely event of an irreconcilable failure to agree by both parties, the company's grievance procedure will be used to bring the matter to a conclusion.

PATRICK REILLY

DIRECTOR

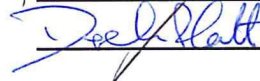


DATE:

Jan 14 '14

DEREK PLATT

DIRECTOR



DATE:

Jan '14

REVIEW DATE:

29-01-14

NEXT REVIEW DATE:

Jan '15