



Refusal to Work Policy Statement

“No one is expected to work if they feel unsafe”

We prioritise the health, safety, and well-being of all our employees, recognising that a safe workplace is foundational to our success and integrity as an organisation. We understand there may be circumstances where our workers feel unsafe or at significant risk if they continue their work.

This policy statement outlines our approach to addressing such concerns, ensuring that every employee has the right to refuse work that they reasonably believe poses a danger to their health, safety or wellbeing, or that of their colleagues, without fear of reprisal.

Our Commitments

- **Right to Refuse:** Employees at HSQE Ltd have the right to refuse work that they genuinely believe is unsafe or poses a significant health, safety or welfare hazard. This belief must be based on a reasonable assessment of the situation, considering known facts and conditions.
- **Immediate Reporting:** Employees who refuse work on these grounds must immediately report their concerns to their line manager, providing a clear explanation of the perceived danger.
- **Investigation and Response:** Upon receiving a report of work refusal, the line manager will promptly investigate the concern in consultation with the employee and a health and safety representative. This investigation will aim to assess the risk and determine the necessary actions to mitigate any identified hazards.
- **Temporary Assignments:** Pending the investigation's outcome, the employee may be offered temporary reassignment to alternative work, if available, that they consider safe without any loss of pay or benefits.
- **Resolution:** We are committed to resolving work refusal situations as swiftly and fairly as possible, taking appropriate measures to address legitimate health, safety and welfare concerns, and ensuring that no employee faces discrimination or reprisal for exercising their right to refuse unsafe work.

Implementation and Monitoring

- **Accountability:** The Managing Director is accountable for this policy. Supported by the management team, they shall oversee the implementation and monitoring of this policy.
- **Employee Engagement:** We will provide ongoing education and training to all employees and management on the right to refuse unsafe work, ensuring that this policy is understood and effectively implemented across our organisation.
- **Review and Improvement:** This policy will be regularly reviewed and updated as necessary to reflect changes in legal requirements, industry standards, and our commitment to providing a safe working environment.

Our commitment to the safety, health, and welfare of our employees is unwavering. By establishing clear protocols for the refusal of unsafe work, we uphold our dedication to creating a secure and respectful working environment for everyone. We believe that empowering our employees to voice concerns without fear of repercussion is essential to maintaining our organisational integrity and fostering a culture of safety and trust.



Original Signed

Date: 24 February 2026

John Constable
Chairman & Professional Head
MIoD CMIOASH MCQI CQP MIEMA CEnv FCMI MIIRSM