



QUATTRO PLANT LTD – WORK SAFE POLICY STATEMENT

Quattro Plant Ltd acknowledges its responsibilities under the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, and associated legislation. We recognise our duty of care and commit to maintaining safe systems of work that protect the health, safety, and welfare of our employees and others who may be affected by our activities. We will ensure that no one under our control is exposed to unacceptable levels of risk.

Quattro Plant Ltd operates a Work Safe Policy to ensure that all employees, contractors, and others working under our control can stop work where they believe conditions are unsafe.

Every member of Quattro Plant, and every member of any subcontractor's team working on Quattro Plant sites, has the absolute right to refuse or stop work if they believe the task, equipment, environment, or method of work is unsafe or presents an unacceptable risk.

Where the operation of a machine, a site condition, or a method of working constitutes a danger to the employee or any other person, the employee may refuse to work and must not be instructed or pressured to continue until the issue has been resolved.

Any situation leading to a refusal to work for Health & Safety, Environmental, or Quality reasons must be reported immediately to the senior person on site and to the 24-hour Control Room. No employee should resume work until the working environment has been assessed and confirmed safe. The HSE Manager and the employee's line manager must also be informed. Escalation for resolving a Refusal to Work is through the Area Manager or the Managing Director, whose decision will be final.

Managers and staff are encouraged to report unsafe acts or conditions through the Near Miss or Close Call reporting procedure to support continuous improvement and prevent harm.

Quattro Plant will not discipline, discharge, suspend, lay off, demote, or impose any financial or other penalty on an employee who invokes the Work Safe process (SMP 05). Employees are protected from detriment under the Employment Rights Act 1996 when raising genuine health and safety concerns.

Employees working on railway infrastructure shall be made aware of the Confidential Incident Reporting and Analysis System (CIRAS). The CIRAS contact number is 0800 410 1101.

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

John Murphy
Managing Director
Quattro Plant Ltd
May 2026

As HSE Manager of Quattro Plant Ltd, I countersign this policy statement and shall ensure it is communicated and implemented.

Craig Jensen
HSE Manager
Quattro Plant Ltd
May 2026

"Safety First, Second, & Every time"

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