



# DATUM

## WORKSAFE POLICY

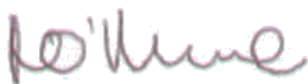
Datum recognises the need to provide a process giving every member of staff the absolute right to decline to carry out any work should any situation arise that they feel it is not safe to do so.

Should an instance arise when an employee of Datum or subcontractor working on behalf of Datum feels that it is unsafe to carry out their work activity when on or about the line, the following procedure should be adhered to:

- Advise the person in charge of your concerns and that you are refusing to continue working.
- Move to a position of safety.
- Report your concerns to your supervisor / manager or to the safety manager immediately.
- You will then not be expected to carry out the activity until a supervisor / manager has defined a safe system of work that you are comfortable with.
- You will never be penalised for carrying out this procedure. However you would be criticised for working in an unsafe manner, which may put you or your colleague(s) in danger.

Where there is no immediate risk to safety and the member of staff feels unable to instigate this procedure, then CIRAS is an alternative method of confidentially raising a safety concern to the respective management level.

CIRAS can be contacted on Freephone 0800 4 101 101, by text message to 07507 285 887 or in writing to "Freepost CIRAS". Their office is open from 0900 to 1700hrs, Monday to Friday. A message may be left with contact details outside these hours. One of the CIRAS team will arrange to call back at a time to suit.



Rory O'Rourke – Chief Executive

Datum Monitoring Services Ltd

Date Reviewed: 12th April 2017