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DB Rail Solutions

Work Safe / Refusal to Work Statement

Effective May 21st 2025

DB Rail Solutions Ltd
Unit 1 & 2 Ace Business Park,
Burley Close, Chesterfield,
United Kingdom, S40 2WL
Company Number: 16145208

As Managing Director of DB Rail Solutions Ltd I acknowledge my responsibility and duty of care under the Health & Safety at Work etc Act 1974, and undertake to maintain safe systems effecting the health, safety and welfare of my employees and sub-contractors.

Safety is fundamental to all parties whose activities impact on the work site. Each person under the HASAWA is obliged to observe two fundamental rules:

1. "to take reasonable care for the health and safety of himself and of other persons who may be affected by their acts or omissions at work." (HASAWA Part 1 Section 7(a)).
2. "as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with." (HASAWA Part 1 Section 7(b)).

Section 7(b) of the act is discharged by every person working on DRS Rail's projects observing any restrictions placed on them by; Risk Assessments, Method Statements, Work Package Plans, Task Briefings, Railway Group Standards and Network Rail company standards.

Section 7(a) ensures that the employee does not knowingly place themselves or anyone else at risk.

The following list is not exhaustive but details some of the reasons why Section 7a of the HASWA may be invoked:

- You are not competent to undertake the work.
- You do not have the correct equipment.
- There is no Safe System of Work, or
- You do not have the correct PPE.

On any occasion that an employee is required to carry out tasks that he or she considers to be unsafe, the employee has, once all reasonable steps have been taken to resolve objections, the right not to perform the task. Once the employee has refused to carry out a task their objections must be taken to the appropriate authority for resolution.

The implementation of the work safe policy will be done through the Refusal to Work procedure and incident management process, which form part of the certificated IMS.

When a Work Safe or Confidential Report is received from an employee, I will ensure that a Manager is allocated to investigate the concern and ensure that a response to the concern is published, is written in plain English and respect the reporter's motives.

No attempt will be made to breach the anonymity of individuals as it is recognised that confidence in the integrity of the reporting system for employees does depend on individual's privacy being respected.

I will ensure DB Rail will not discipline, discriminate or impose any form of penalty on an employee who invokes the Refusal to Work Procedure.

All employees will be briefed on the Refusal to Work Procedure, Confidential Reporting and the CIRAS Reporting process during their induction and all employees will receive a re-briefing if there are significant changes in the Policy.

The employee or employees who invoked the Refusal to Work Procedure will be informed of any decisions made throughout the process.

Signed: Mr. David Barnet
Position: Managing Director.
Dated: 27th April 2025

