

## POL013 Behavioural Safety Policy Statement

MFG Construction NW Ltd has implemented a behavioural safety programme, **Think Safe Work Safe**, which is founded on the belief that behaviour turns systems and procedures into reality. Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work related skill.

Our continuing aim will be to promote an understanding of safety and to identify how we can positively influence behaviour. It is estimated that up to 90% of workplace injuries are caused by unsafe behaviour. MFG Construction NW Ltd will also operate a number of initiatives to support a reduction in unsafe behaviour.

- Visible health and safety leadership is invaluable and, as such, Site Supervisors and Site Managers will be trained in behavioural safety techniques through attending courses such as SSSTS, SMSTS and other rail/construction industry training.
- All employees will receive on-going training to recognise both safe and unsafe practices and are encouraged to stop unsafe activities and suggest improvements to working methods through attending on site Team Briefs, Toolbox talks and other rail/construction industry training.
- Through our Internal Reporting System and on site Suggestion Boxes all employees will have the opportunity to report unsafe working conditions/practices via the Work Safe Process, report forms and suggestion cards. Operatives can also make confidential reports using CIRAS.
- MFG Construction NW Ltd Senior Managers are strongly committed to an 'Open Door' management style and operatives are encouraged to voice any concerns or opinions directly to Senior Managers in a relaxed environment.
- Operatives will receive feedback on their safety performance on site and actions resulting from their suggestions through a regular Newsletter.
- A yellow card award system on all of our sites across the business, where if operatives are found to be ignoring Safe Systems of Work, not wearing the required PPE for the task that they are carrying out, or not working in accordance with the work instructions, etc, they will be issued with a yellow card.
- Two yellow cards within a 6 month period and they will be immediately suspended pending a disciplinary hearing within (one week) which may lead to a final warning or dismissal.

MFG Construction NW Ltd will periodically assess the strength of our safety culture using the Network Rail 'Dimensions of Safety' system and plan future improvements accordingly.

Our Employees will be encouraged to play their part by our "If you don't think it is safe, don't do it" motto and be able to challenge and report site managers or operatives that disregard safety instructions and procedures (this can be done anonymously).

Safety procedures, instructions, equipment, and tools have been provided to keep our Operatives, sub-contractors and Visitors safe! - following them is mandated throughout the company to enable the best chance of doing a job safely.



Mark Freeman  
Director Responsible for Safety  
MFG Construction NW Ltd

Date: January 2017