

REFUSAL TO WORK / WORK SAFE POLICY

Phoenix Brickwork (UK) Ltd operates a Refusal to Work / Work Safe Policy for all staff and sub-contractors across all sites and offices.

Both staff and sub-contractors have the right to refuse to carry out works should they not see it safe to do so and will face no punitive action for any legitimate refusal on the grounds of health and safety.

Any incident of refusal should be reported directly to the site foreman and escalated to senior management for the issues to be investigated. No work should be carried out in the highlighted area until the issue is closed out for everyone's safety.

Signed:



Mr Christian Watson
Group Chairman

30th October 2025

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