

McFour Ltd is an equal opportunities employer. Where on occasion we do employ none-English speaking personnel we will ensure that they understand our Health & Safety Policy and safe working practices and procedures.

The following practices will be followed to ensure their health & safety and the health & safety of others:

- We will group non-English speaking operatives with a Foreman/Supervisor or Buddy who is able to speak English and the native tongue of other members in their working group.
- All Foreman and Supervisors will be English speaking.
- Risk assessments for all tasks undertaken and associated with their works. To include risks associated with the fact that the individual may not speak, or more importantly, understand English. This may mean that the individual is restricted in the types of activities he is able to participate in without a fellow worker. We will not let non-English speaking employees carry out alone tasks and monitor what roles they do.
- We shall provide relevant information about the risks to which they may be exposed and the precautions that they will need to take to avoid those risks.
- Where necessary, additional time will be afforded when inducting and training to ensure all workers have received and understood the information, instruction and training required to work safely to ensure understanding.
- Where required we will use more signage in the work environment and whilst carrying out training and inductions, we will use practical demonstrations when explaining work methods.
- We will ensure all operatives know where and how to raise concerns about health & safety through our Worksafe Policy (or other preferred mode) and know and understand our emergency arrangements and procedures.
- Where required and where possible, we shall arrange for written translation of work procedures and safety rules for all none-English speaking operatives.

Signed:



Date 01/02/2024

Mr Martin McDermott, Managing Director