

## THE HEALTH AND SAFETY OF NON-ENGLISH SPEAKING WORKERS POLICY STATEMENT

### Introduction

Locker Group recognise that all its employees and contractors should be treated fairly and considerately; current laws such as the Race Relations Act, the Disability Discrimination Act etc. supports this. Locker have a responsibility to ensure all its workers are safe and that language ability is not a barrier to a clear understanding of H&S responsibilities.

### Our practice

Locker will ensure that any Non-English speaking workers will receive understandable information on the risks to health and safety and relevant precautions.

Locker will ensure that employees roles and responsibilities are fully understood and that supervisory staff have the skills and support necessary to be fully engaged when supervising Non-English speaking workers.

Clarification of health and safety understanding of the worker will be sought prior to work commencing.

These statutory duties will also be a requirement of any contractors who engage workers on behalf of their own business to undertake project activities for Locker Group. This will be addressed during the tendering or appointment process.

### Typical methods of support

Possible methods of communication support will depend on the worker circumstances and the work to be undertaken. Possible interventions that may be relied upon are shown below:

- Providing verbal communication and instruction rather than written documentation
- Engaging a translator to assist in verbal instruction
- Translating written documentation to meet the basics statutory requirements.
- When relevant or necessary, using a multi-lingual DVD may be used. E.g. Health and Safety - UK Construction Standards Multi-lingual DVD

**Review**

This policy will be regularly reviewed by the H&S Committee.



Andrew Campbell  
Chief Executive Officer  
Locker Group Ltd  
8th January 2024