



WJF Technical Support Limited

FAIR AND JUST SAFETY CULTURE POLICY STATEMENT

At WJF Technical Support Limited we believe in the principles of a fair and just safety culture, where:

- We recognise that people will make mistakes
- We understand that even the best trained among us can develop unhealthy norms
- We do not tolerate reckless conduct
- We aim and expect that all hazards and errors will be reported and evaluated
- We expect that system safety will improve

There is a recognition that some people will make errors or mistakes. Even the best trained amongst us can develop working practices over time that may deviate from the norm. (Even the best people can make the worst mistakes).

If we ensure that we can report accidents, incidents and any near misses or close calls without fear of retribution then safety within the workplace will improve and accident/incidents will reduce.

It would be unacceptable to punish all errors and unsafe acts regardless of the origin and circumstances. BUT occurrences involving dereliction of duty, reckless behaviour, persistent breaches of company standards, or deliberate failure to report, should be handled in accordance with disciplinary procedures.