



RED AND YELLOW CARD SCHEME

Lindum Group (any construction/building division within Lindum Group Ltd) has introduced a red and yellow card procedure to target certain high risk breaches of their health and safety systems.

There will be two levels of breaches. A breach is hereinafter referred to as an "offence". A Red Card will be issued for the most serious offences and will result in the immediate removal from site. A Yellow Card will be issued for the less serious offences. For directly employed staff the disciplinary procedure will be followed for all Red Card breaches.

A "Red Card" and a "Yellow Card" each consist of a written notice from Lindum Group to the offender and their employer (which will include the Sub-Contractor where the offender is on site on behalf of the Sub-Contractor) identifying the offence committed and identifying it as either a Red Card offence or a Yellow Card offence.

Red Card Offences:

The following actions will result in removal of the offender from the workplace for a period of 3 years. In addition, a payment/allowance to Lindum Group from the Sub-Contractor of £250.00 in respect of each offence committed by them or by anyone on site on their behalf :-

- Unsafe work at height.
- Abuse of and/or putting the public at risk.
- Flagrant disregard for the safety method statement.
- Urinating and defecating in unauthorised location.
- Drugs and alcohol abuse.
- Working within unsafe excavations and confined spaces.
- Misuse of scaffolding or access equipment.
- Unauthorised use of plant.
- Illegal discharges into drainage or water courses.
- Misuse of fire prevention equipment.
- Unauthorised work on asbestos-containing materials.
- Smoking in restricted areas
- Operating plant while using a mobile phone
- The receipt of more than one Yellow Card issued by Lindum Group within a 6 month period

In addition, a **Red Card** offence may result in termination of the employment of the Sub-Contractor who or whose person has committed the offence.

Yellow Card Offences:

- Not wearing hard hats.
- Not wearing safety footwear.
- Incorrect use of PPE.
- Misuse of lifting appliances and equipment.
- Misuse of tools and equipment.
- Use of mobile telephone in unsafe areas.
- Misuse of welfare facilities.
- Use of 240v tools.

After a **Yellow Card** notice has been issued, should a further offence be committed by the same person and or Sub-Contractor on any site within a period of 6 months from the original offence (the continuance of the original offence by the offender shall be deemed to be a further offence), Lindum Group may require the removal of the offender (which will include the Sub-Contractor where the offender is on site on behalf of the Sub-Contractor) from the workplace, either temporarily, for a certain period of time or permanently, at the sole discretion of Lindum Group.

In addition a **Yellow Card** offence will result in a payment/allowance to Lindum Group from the Sub-Contractor of £50.00 in respect of each offence.