



WWL
Water, Waste & Land
Consulting Engineers and Scientists

Right to Say “NO” Policy

WATER, WASTE AND LAND, WWL, aware that the health and safety of workers is a priority in its projects and offices, recognizes that every worker has the right to carry out their activities in safe and healthy conditions, and considers that no activity is so urgent that it should be carried out without the necessary safety conditions.

WWL has decided to implement the Right to Say “NO” Policy and, in order to promote compliance with this right, has made the following commitments:

- Respect the right of workers to refuse to perform an activity if they identify an unsafe condition or behavior, error, omission, or lack of understanding that could result in an undesirable event with a negative impact on the safety and health of people, facilities, and/or processes.
- Emphasize the right of every worker to stop work if there are changes in routine working conditions or work planning without first assessing the risks and ensuring control measures are in place.
- Emphasize each worker's right to stop work in the event of an emergency or alarm sounds that require evacuation of the work area.
- Emphasize that each worker has the responsibility to notify their supervisor of any condition or activity that puts people's health and safety at risk, or to report situations that could affect the project or cause serious damage to the facilities.
- Emphasize that, in order to perform any activity safely, each worker is responsible for identifying hazards and assessing risks, as well as identifying measures to control them.
- Ensure that safe working conditions are in place or implemented for the start or resumption of activities so as not to jeopardize the safety and health of workers.
- Establish measures and/or instructions so that workers can refuse to perform activities under unsafe conditions without fear of reprisals from supervisors.
- Ensure that no action is taken in retaliation against workers who exercise their right to refuse to perform work under unsafe conditions, based on the assessment of both operational and safety supervision.
- Managers and engineers may not intimidate or threaten any employee of our company under any circumstances for failing to perform work ordered by them in an unsafe manner, in violation of our safety policies, standards, and procedures.

Senior Management
Francisco García

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