

Site Safety & Conduct Policy: The "3-Strike" System

To ensure everyone goes home safe, we operate a Yellow and Red Card system for PPE breaches (e.g., no hard hat, no hi-vis) and improper behavior (e.g., horseplay, smoking in restricted areas).

1. The Strike Process

Stage	Action	Consequence
Strike 1	Verbal Warning	Logged in the site diary. Immediate correction of behavior required.
Strike 2	Yellow Card	Written warning. Formal meeting with the Site Manager.
Strike 3	Red Card	Immediate removal from site. Potential permanent ban depending on the severity.

2. The "Clean Slate" Rule

- Refresh Period: All strikes expire 2 months from the date of the first recorded breach.
- Purpose: We want to encourage improvement. If a lad gets a Yellow Card but works safely for the next 60 days, their record is wiped clean.

3. "Instant Red" Offenses

Certain behaviors are too dangerous for a 3-strike rule. The following result in an immediate Red Card and removal from site:

- Reporting to work under the influence of alcohol or drugs.
- Physical violence or aggressive verbal abuse.
- Deliberate tampering with safety equipment (e.g., removing scaffold ties, bypassing guards).
- Operation of heavy plant machinery without a valid ticket/license.

Implementation Template

Worker Name:

Company:

Strike #	Date	Reason for Breach	Issued By	Expiry Date (2 mo.)
1 (Verbal)				
2 (Yellow)				
3 (Red)				EXIT SITE