



**Junkwize Ltd**  
Company Number: 08222250

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## Safety boots policy

Junkwize provides safety footwear to all field staff.

To ensure that the safety footwear is well-fitted and comfortable as ill-fitting footwear can cause just as many problems as a lack of safety equipment over a prolonged period of time. Even if the employee chooses or provides their own footwear, it is essential to make sure that they are comfortable and properly fitted.

Safety boots must be worn at all times from staff members carrying out field work, with the only exceptions of driving time and scheduled office time, where common footwear is allowed.

Junkwize will provide boots for the value of up to £40, should the employee decide to spend more on a single pair the company will only refund the maximum allowance of £40.

It is employees duty to communicate to management at induction stage any health condition affecting the capability of wearing safety footwear as per this policy, the employee will provide relevant documentation from his GP, and a suitable alternative will be looked for.

The boots can be bought from shops such as Screwfix, Selco, Sports Direct etc..

The safety boots must meet the minimum standard of EN ISO 20345 S3

Before the shoes can be used they must be inspected by a manager in the office.

Failure to adhere to the above policy will result in the employee not being allowed to work until full compliance with company H&S standards will be reached.

**Signature:**.....

**Date:** 30/09/2024

**Position:** Managing Director

**Review:** 01/10/2025