

## Health, Safety and Wellbeing Policy Statement

The Senior Management Team and I are committed to taking all reasonable steps to provide safe and healthy working conditions for the prevention of work-related injury and ill health of our employees, subcontractors, and stakeholders so everyone can go home safe and healthy every day.

VolkerRail operates under a fully established, embedded, and accredited BS EN ISO 45001:2018 Integrated Management System (IMS). The VolkerRail Health & Safety Strategy compliments this policy and serves as reference point for our strategic goals areas of workforce safety, occupational road risk, leadership and engagement and on track machine train driving which are implemented through our specific objectives within our HSQES plan to ensure priority is given to fulfil our legal and moral obligations, eliminate hazards and reduce risks. Our commitment to continually improve our management system and overall performance is enabled using the Rail Industry's Risk Management Maturity model (RM<sup>3</sup>), a tool to help identify areas for improvement and provide a benchmark for year-on-year comparison.

Our AIM (Attitude, Influence, Management) principle seeks to empower and actively encourage you to promote positive behaviours and an open culture by outlining how we expect you to behave, how we will influence health, safety, and wellbeing together and what your expectations should be of the Senior Management Team.

### Attitude - What are our expectations of you?

- Taking reasonable care of your own health, safety, and wellbeing and of those who could be affected by your actions.
- Complying with the IMS procedures, plans, work instructions and any other industry rules/instructions.
- Promptly report all close calls, accidents, incidents, and road traffic collisions without fear of blame.
- Promptly report unsafe behaviours to your Line Manager or Site Supervisor.
- Implement the 'work safe procedure' where necessary to prevent unsafe working practices.
- Follow the industry Lifesaving Rules and any specific site rules.
- Never intentionally or recklessly misuse or interfere with anything provided in the interest of health, safety or welfare.
- Wear personal protective equipment when and where specified.
- Actively participating in consultation with Managers and Supervisors on health, safety, and wellbeing matters.
- Undergo any health and safety training or assessments considered necessary for your role.

### Influence - What we will do together:

- Hold each other accountable for health, safety and wellbeing and help each other to learn and improve.
- Have clear and effective communication channels available to all employees, sub-contractors, and stakeholders.
- Promote an open and honest reporting culture across the entire workforce.
- Promote an environment where our employees, sub-contractors and stakeholders have the confidence to challenge.
- Establish collaborative relationships with our client and supply chain partners to drive continual improvement.
- Promote the AIM Award scheme to influence a healthier and safer working environment.
- Review the IMS to determine its effectiveness and ensure continual improvement.
- Consult with your Safety Representatives and Behavioural Coaches to develop measures to continuously improve.
- Implement the actions to deliver our HSQES objectives and strive to meet our strategic goals.

### Management - What should be your expectations?

- Undertake suitable and sufficient assessment of the risks arising out of or in connection with your work.
- Listen and take reasonable action on any suggestions to improve on health, safety, or wellbeing.
- Provide you with the health and safety training needed for you to do your job.
- Provide you with any health and safety equipment or protective clothing needed for you to do your job.
- Provide you with adequate welfare facilities.
- Investigate the causes of accidents, incidents and ill-health that may be in connection with work and implement actions to prevent repeat events.
- Treat you and our sub-contractors consistently through application of the Fair Culture model.
- Ensure suitable and adequate resources are provided.
- Fair and consistent treatment of all employees and sub-contractors through listening, involvement, and recognition.
- Analyse internal and external issues which might affect our business processes, for example the potential effects of climate change on our ability to operate.
- To be highly visible in the support and encouragement of the delivery of the HSQES objectives and lead by example.
- Engage with relevant and appropriate entities to identify applicable information associated with health, safety, and wellbeing and to implement recognised good practice and industry initiatives within the business.

The Senior Management Team and I will monitor our performance against the commitments laid out in this policy.

This policy will be reviewed annually, and where necessary, revised to ensure it reflects the nature of our organisation.



**Stuart Birch, Managing Director**