

**HEALTH AND SAFETY POLICY**Issue No: 02  
Issue Date: 29/09/2023

Haigh Rail recognise the importance of occupational health, safety, and welfare in the successful operation of our activities.

Haigh Rail accepts the responsibility and obligations under the Health and Safety at Work Act 1974, Occupational Health, and Safety Specification ISO 45001:2018 and all other current occupational health, safety and welfare legislation applicable to its operations.

Haigh Rail is committed to strive for continual improvement in health and safety performance and to prevent injury and ill health. This will be achieved by setting various occupational health and safety objectives and targets which will be monitored and reviewed on a regular basis.

It is the policy of Haigh Rail that all operations are always carried out in such a manner as to ensure, so far as is reasonably practicable, the required health, safety and welfare is achieved for all employees and all persons likely to be affected by its operations, including sub-contractors and members of the public, where appropriate.

Every employee is expected to support and further develop the Company's positive attitude towards health and safety. The Company's HSEQ Management System contains procedures and guidance to enable the aims of this Policy to be carried out and is regularly reviewed and communicated to all employees.

This Policy will be implemented by focusing on the following:

- Haigh Rail will continue to develop, maintain, and implement safe working systems and practices which will reduce the likelihood of accidents, incidents and occupational ill health.
- All work activities will be carried out in such a way to ensure, so far as is reasonably practicable, that all employees, subcontractors, and members of the public will not be exposed to risk as a result of those working activities.
- All work activities will be carried out with proper regard for the relevant statutory provisions and other appropriate industry and Client standards, such as Rail specific requirements.
- All employees and subcontractors have a legal responsibility to work safely in line with these statutory requirements and other appropriate industry and Client standards and if they identify any unsafe working situations, work will cease until the situation has been investigated and rectified where necessary.
- Haigh Rail have a commitment to consult with all employees and subcontractors on matters concerning their health, safety and welfare.
- Haigh Rail will ensure all employees and subcontractors are trained and competent in their task activities to enable them to carry out their work safely and Haigh Rail will continually provide information, instruction and supervision to ensure this competence is maintained.
- Being fully committed to improving the safety culture within Haigh Rail by implementing a Behavioral Based Safety Programme and acting upon any findings and feedback.
- The Managing Director and Senior Management Team will hold regular meetings to review and discuss health, safety and welfare matters and will ensure resources (both physical and financial) are made available to meet any identified health, safety, and welfare requirements.

The responsibility for the management of health, safety and welfare lies with the Managing Director and the Senior Management Team. High standards in this area are deemed to be of equal importance with quality, production and achievement of commercial targets.

Haigh Rail will regularly review its occupational health and safety performance to ensure that best practices are implemented, and continual improvement is achieved.

Haigh Rail expects all its employees and subcontractors to contribute to the fulfillment of this Policy. Each new employee is briefed on this Policy as part of their Haigh Rail induction process.

Furthermore, this Policy will be displayed at all depots and site offices, on the company website, and a copy shall be made available to Clients, members of the public and other interested parties as required.

This Health and Safety Policy will be reviewed annually to monitor its operation and effectiveness or sooner if there are changes to legislation or Haigh Rail business activities that may affect the application of the Policy.

**Signed:**

(Managing Director)

**Dated: 29/09/2023**