

Foremost is the Company's Health and safety duties and responsibilities to its employees and those working under the control of S Evans & Sons Limited hereby known as the company. The company is committed to the continual improvement of Health and Safety performance and to Safety in so far as is reasonably practicable. The company maintain an Integrated Management System (IMS) which is compliant with the requirements of ISO 45001:2018 and are certified as such by a UKAS accredited certification body. The company also believe that concern for the Environment is an essential element of safety management and therefore Environmental policies and procedures are set also. The company's commitment to Health and Safety is absolute and will never be compromised for any other objectives. This is reflected by commitment to the following:

Providing and maintaining safe and healthy working conditions and practices - We will therefore provide such information, training, supervision and resources as employees need to maintain their health, safety and welfare whilst at work. To achieve this, we require the full cooperation and support of all employees in maintaining these standards.

Ensuring a safe and healthy working environment for all employees, sub-contractors and those others affected by the company's activities - We will do this by prioritising funding and resources for safe working and systems.

Preventing injuries and ill health – We will strive to continually improve occupational health and safety management and performance. The process for reporting and investigation of accidents and incidents can be found in SOP-7.1 (and the Rail manual for rail work).

Monitoring Safe behaviours and re-educating unsafe behaviours – **Think Safe, Be Safe**

Allocating specific responsibilities – We will allocate specific responsibilities to certain directors and managers which are detailed within job descriptions. The responsibilities are designed to enable those individuals to meet suitable standards and follow procedures by which to meet the IMS.

Company Objectives – We will set company objectives and targets which will be monitored and reviewed during management review meetings. We will ensure the company goals of client satisfaction, ongoing business development and profit are not in conflict with good safety and industry best practice. A good safety record is of benefit to business, while a safe and healthy environment protects and encourages our staff, our most important asset.

The Operations director Jordan Sumner is the appointed person with overall responsibility for Health and Safety within S Evans & Sons Limited.

The company will ensure that:

- The Health and Safety at Work Act 1974 and all other relevant legislation and requirements is seen as the minimum requirement.
- A competent person is appointed to ensure full compliance with legislation providing professional Safety, Environmental, Training, Railway Safety advice and strategy to the senior management on all related matters affecting the company.
- There is support for staff who revoke the work safe policy and refuse to work on the grounds of safety and/or health.
- Fire and security arrangements exist & are maintained to meet legal requirements, industry standards & best practice.
- arrangements exist and are applied to the identification of hazards, the assessment of risks associated with such hazards and the implementation of suitable control measures.
- First aid facilities are provided and maintained.
- Safety information, data and trends are reviewed in management meetings and used for accident prevention and continual improvement of the IMS.
- Work carried out on the railway infrastructure is managed in accordance with current Railway Group and Network Rail Company Standards in particular NR/CS/OHS/002 Policy on Working Safely.
- All employees, including visitors and sub-contractors are given sufficient information to carry out their duties with the minimum of risk.
- Training needs are identified and met.
- Managers demonstrate leadership and promote a safety culture that ensures the safety, health and welfare of all staff and contractors.
- Plant and equipment owned or hired is of a safe design and properly maintained in accordance with PUWER and other statutory and legal requirements.
- Suitable welfare facilities are provided for all staff at or near worksites, providing shelter and messing facilities.
- Suitable personal protective equipment is provided, free of charge, with training for all employees exposed to risks to their health and safety whilst at work.

- A review and audit programme is implemented and followed to include the IMS and site activities. This will involve inspections, safety tours and continuous monitoring in line with HSE, ISO 45001:2018 and other industry standards and legislation.
- Health and Safety objectives are set annually for the company and management team whilst ensuring that Health and Safety is not compromised for delivery of any said objective.
- Commitment to complying with our client's standards whether mandated or advised is maintained.
- There is the provision of adequate resources to meet these commitments.

This policy is brought to the attention of all employees on induction and emphasised throughout the organisation continuously throughout the year. This Policy is considered at all management meetings to ensure commitment to Health and Safety. This policy will be reviewed at the annual management meeting to assess its effectiveness, compliance with relevant legislation and standards and to ensure that it reflects changing needs and circumstances. Any reviews of this policy will be further communicated through staff briefings. This policy will also be made available to all stakeholders and interested parties.

Signed:



Jordan Sumner
Operations Director / Responsible for Safety
03.03.2025