

Health and Safety Policy Statement

1. Purpose

Our **AIM** is to create a step change in the care, safety, and performance of our teams and supply chain and ensure everyone goes home safe and healthy, every day. This policy outlines our commitment to ensuring, so far as is reasonably practicable, to the health, safety and welfare of all employees and others who may be affected by our activities. It reinforces the principles of health and safety planning, assurance and control that underpin our Integrated Management System (IMS), driving continual improvement and promoting safe behaviours while addressing and re-educating unsafe behaviours through leadership, engagement and a Fair Culture approach.

2. Scope

This policy applies to our operations over which we have direct control, including our employees, contractors, subcontractors engaged in or supporting the design, procurement, construction, test and commission, operation and maintenance of railway infrastructure. It applies across all business units and locations, including stakeholders and visitors, and to our joint ventures and alliances where we have operational control. When working with our partners across the value chain, we encourage them to adopt similar requirements. It supports the implementation of our Integrated Management System (IMS) certified to BS EN ISO45001:2018.

3. Commitments

VolkerRail is committed to the continual improvement of health, safety and welfare of all of employees and others who may be affected by our activities. We utilise our **Safety of Our People** framework to meet our legal and moral obligations, eliminating hazards, reducing and manage risk and continually improve our performance.

In practice, we will:

- Go beyond physical safety and promote holistic wellbeing to reduce risks, boost resilience, and build trust.
- Perform suitable and sufficient risk assessments, ensure equipment and welfare are suitable and in place. Investigate accidents, incidents and ill-health, share learning, and verify effectiveness of improvements through audits and assurance activities under the IMS.
- Be clear of our values and the expected behaviours of our employees, those who work with us and on our behalf, through the five Safety of Our People values. (Define Expected Behaviours, Set Boundaries, Test Understanding, Review and Reassess, Build Relationships).
- Learn the differences between work as imagined (our procedures and plans) and work as done (the reality of frontline work).
- Recognise that safe and effective performance is created through the successes of our people and delivery and learn from what goes right.
- Create a culture of feeling connected to **Safety of Our People** through communication, shared understanding and build genuine engagement by involving people and encouraging participation.

4. Leadership and Governance

The Senior Management Team provides overall governance of this policy. Implementation is overseen by the Health & Safety Leadership Group, supported by dedicated action groups.

The Senior Management Team is responsible for championing **Safety of Our People** and embedding health and safety objectives consistently and proportionately across operations and the value chain; ensuring appropriate skills, resources and leadership are in place; fostering a culture of learning, collaboration and continual improvement and analyse internal/external factors (including issues such as climate change) through regular management review to understand the impact on business processes.

5. Monitoring and Assurance

We will monitor performance through our HSQES assurance programmes, set annual health & safety objectives and performance indicators, such as participation in Safety Conversations; Close Call reporting quality and the timeliness of action close out; Readiness Review completion; briefing attendance records; use of the Worksafe procedure; audit findings; and corrective action closure. The outputs will be reflected in the business unit HSQES Development Plans.

We will use the ORR Risk Management Maturity Model (RM3) to identify areas for improvement and to benchmark maturity performance year-on-year and evaluate the effectiveness of the IMS.

This policy will be reviewed annually and revised as needed to reflect organisational changes, external issues and performance insights.



Stuart Birch, Managing Director