


## Health, Safety and Welfare Policy Statement

It is the policy of D2 Global (known as 'the company') to comply with the Health and Safety at Work Act 1974 and any other legislation relevant to the activities of the company. In addition to the stipulated legal and regulatory requirements it is the desire of the company to ensure that the highest reasonable standards in Health, Safety and Welfare for all employees are achieved as far as reasonably practicable. This policy is fully supported by the management team who will work to ensure that:

- All relevant legislation, Railway Industry Standards and other mandatory requirements are fully complied with, and objectives are set.
- A safe railway environment is created and maintained.
- Employees are involved in creating a safe working environment for themselves, contractors and others affected by the activities of the company.
- It is a condition of employment that every employee accepts responsibility for working safely.
- Communication and consultation take place with all employees regarding health, safety and welfare issues and safe working practices are actively promoted.
- Staff are educated on safe behaviours, any un-safe behaviours will be addressed and staff will be re-educated.
- Staff meetings/briefings will be held on a regular basis and staff will be welcomed and encouraged to contribute suggestions on ways to improve safety.
- Staff refusing to work on the grounds of health and safety, are fully supported. If work cannot be performed safely it will be stopped until a safe system of work has been established.
- Incidents of personal injury and occupation illness are minimised.
- All tasks are reviewed to identify hazards, assess risks and implement effective control measures to ensure that a safe system of work is always used.
- Accidents and incidents will be investigated to establish cause and measures will be taken to prevent recurrence.
- Adequate, competent supervision is provided to enable all employees and contractors to comply with their responsibilities.
- Sufficient training, assessment and mentoring are provided to ensure the competence of all staff.
- Setting and monitoring of safety objectives throughout the company.
- Staff resources are made available to ensure health, safety and welfare provision are adequately delivered.
- Health and Safety targets and objectives are regularly monitored, measured and reviewed through regular inspections and audits to ensure continual improvement.
- Safe premises, tools and equipment are supplied and maintained.
- Personal Protective Equipment that is deemed necessary for the duties being undertaken is issued to all employees and contractors.
- The policy is communicated to all employees and is reviewed at least annually to ensure its effectiveness is maintained.
- Sufficient resources are provided for the management of Health & Safety.

Organisations contracted to the company will be expected to share the company's commitment to health and safety and they must achieve such commitment from their employees and sub-contractors.

This policy will be reviewed at least annually for its effectiveness and compliance will be monitored through regular inspections and audits.



Signed  
CEO Director

Date: 14<sup>th</sup> November 2023  
(Rev: 11)