



Health & Safety Policy Statement

This statement recognises Tate Electrical Services Ltd (The Company) obligations under the Health and Safety at Work etc. Act 1974, relevant legislation and railway standards. The Company in the conduct of its activities both on and away from the Rail Environment will ensure that, by setting and monitoring H&S objectives it:

- Protects the health, safety and welfare of its employees and others who may be affected by its activities.
- Limits adverse effects on and adjacent to the area in which those activities are carried out.
- Meets its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.

We are committed to strive for continual improvements by providing sufficient resources to carry out a productive, safe and healthy working environment which ensures that our people can perform and deliver to the best of their ability and that the wellbeing of our people is maintained throughout the working day. We will achieve this by focusing on the area of culture and through a Project Behavioural Programme. We will seek out un-safe behaviours and re-educate staff involved.

The Company will also, so far as is reasonably practicable:

- Provide and maintain safe working environments that are without risks to health, safety and welfare.
- Set standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, visitors and the public.
- Safeguard employees and others from foreseeable hazards connected with work activities, processes and working systems and for providing necessary resources.
- Ensure that when new substances, plant, machinery, equipment, processes or premises are introduced, adequate guidance, instruction, training and supervision are provided for safe methods of work to be developed.
- Train all employees to be aware of their own responsibilities in respect of relevant health and safety matters and ensure they participate in the prevention of accidents and co-operate with measures taken to prevent industrial disease.
- Ensure that contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the contractors' legal responsibilities to comply with statutory requirements.
- Promote good health amongst employees and be concerned with the prevention of occupational and non-occupational disorders and diseases.
- Co-operate with appropriate authorities and technical organisations to ensure policies are updated, Legislative and Rail Standards reviewed to reflect best practice.
- Undertake inspection, audit and review activities to ensure the Company's objectives for health, safety and welfare are being met.

This Policy, supported by Instructions, Procedures and Organisational Arrangements, is to be applied to all activities carried out by the Company.

The Policy must be enforced by all Directors, Managers, Supervisors and Foremen and be observed by all employees. Each employee shall recognise personal responsibility for observing the Company's Safety Policy, Instructions and Procedures, and should develop interest and enthusiasm in health, safety and welfare issues.

A handwritten signature in black ink, appearing to read 'E Jones', is written over a faint, illegible stamp or watermark.

Signed:

Managing Director: Elliot Jones

Date:01.04.24

(This statement of General Policy on health, safety and welfare at work and of the organisation and arrangements for carrying out the Policy, is made under Section 2 (3) of the Health and Safety at Work etc. Act 1974, and is to be brought to the notice of all employees of Tate Electrical Services Ltd by prominent display at all sites and workplaces. The supporting Instruction, Procedures and Organisation Arrangements are available at Head Office for reference by all employees).