

**ISS Labour Ltd acknowledge and accept our legal responsibilities for securing the health, safety and welfare of our people; contractors working on our behalf; and all others affected by our activities.**

As Group Managing Director, I am committed to the operation of an effective Health and Safety Policy and will make the necessary resources readily available to support this commitment. We are committed to ensuring that the highest standards in Health, Safety and Welfare for all our people are achieved – so far as is reasonably practicable, and that a fair culture is applied at all times.

We will actively encourage our people and contractors to be pro-active in creating a safe working environment for themselves and others. We begin from the principle that all accidents, injuries and occupational ill health are preventable.

**This policy is fully supported by the senior management team who will work with me to ensure that:**

- ✓ We comply with all relevant legislation, Railway Industry Standards and other mandatory requirements
  - ✓ We will set and regularly monitor, relevant and challenging health and safety objectives
    - ✓ Safety performance is subject to continual improvement
  - ✓ We review all tasks to identify hazards, assess risks and implement effective control measures
    - ✓ We will ensure the safest system of work is always selected and used
- ✓ We will ensure all accidents and incidents are reported and thoroughly investigated and we will promote a fair culture where near misses and close calls are reported
  - ✓ We will support an individual's right to refuse to work on the grounds of health & safety
- ✓ We will provide adequate, competent supervision and training, assessment and mentoring to enable all workers to comply with their responsibilities
  - ✓ We will ensure health, safety and welfare provision is adequately delivered
- ✓ We will communicate & consult with all workers and contractors regarding health, safety & welfare issues
  - ✓ We will provide safe premises including safe access and egress and also tools, plant and equipment
- ✓ We will issue all workers with Personal Protective Equipment necessary for the duties they are carrying out
- ✓ We will make provision for safe methods of handling, transport and storage of items, materials and substances as required by relevant regulations
- ✓ Every worker and contractor accept, as a condition of their engagement, their responsibility for working safely
  - ✓ The physical & mental health of all of our workers is paramount & a primary concern

Our Health & Safety aims & objectives will be achieved by maintaining a Health & Safety Management system which is certified to the requirements of ISO 45001:2018.

We will ensure that this policy is communicated to all workers and contractors and is reviewed at least annually for effectiveness.



**Gary Beeston**  
Group Managing Director