

We recognise our prime responsibility under the "Health and Safety at Work Act 1974" (HASAWA) for the health, safety and welfare of our employees, contractors and third parties affected by our work. Our overall approach to the health, safety and welfare of our employees is outlined in our Health and Safety Policy Statement which is in compliance with Network Rails Policy on Working Safely.

Safety is fundamental to all parties whose activities impact on the work site. Each person under the HASAWA is obliged to observe two fundamental rules:

1. "To take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work." [HASAWA Part 1 Section 7(a)]
2. "as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with."  
[HASAWA Part 1 Section 7(b)]

Section 7(b) of the act is discharged by every person working on Network Rail Managed Infrastructure observing any restrictions placed on them by; Risk Assessments, Method Statements, Work Package Plans, Industry Standards and Network Rail Company Standards.

Section 7(a) ensures that the employee does not knowingly place themselves or anyone else at risk.

On any occasion that an employee is required to carry out tasks that he or she considers to be unsafe, the employee has, once all reasonable steps have been taken to resolve objections, the right not to perform the task without recrimination. Once the employee has refused to carry out a task their objections must be taken to the appropriate authority for resolution. We also subscribe to CIRAS and employees are briefed on the process of confidential reporting. CIRAS can be contacted either by phone on 0800 4101 101 or via their website: [ciras.org.uk](http://ciras.org.uk).

Signed:

Position: Managing Director



Name: Neil Jones

Date 31/07/2025

This policy supports the Risk Management Maturity Model (RM3) developed by the Office of Rail and Road (ORR), ensuring continuous improvement in safety management systems and promoting a positive safety culture.

Alignment with ORR RM3 Framework

This policy is owned by the SHEQ Manager and will be reviewed annually or following any significant change in legislation or operational procedures. Next scheduled review: 31/07/2026.

Policy Review and Ownership

Effective safety-critical communication is essential. All staff must use clear, concise, and confirmed communication when performing safety-critical tasks. This includes using repeat-back protocols and ensuring mutual understanding in line with ORR and Network Rail expectations.

Safety-Critical Communication

This policy aligns with Network Rail Standard NR/L2/OHS/00120, which governs the Worksafe Procedure. All employees are expected to understand and follow the Worksafe Procedure as part of their safety responsibilities.

Reference to Network Rail Standard NR/L2/OHS/00120