

Health and Safety Policy Statement

The objective of the company policy, as a fundamental part of its Health and Safety management system and in accordance with the Health and Safety At Work Act 1974 is to prevent, insofar as is reasonably practicable during the course of the work or duties being undertaken, any accidental occurrence which may directly or indirectly result in:-

- Injury or occupational ill health to any person
- Damage to or loss of any plant, equipment property, materials or products.
- Delays in any processes or operations
- Events, Which may otherwise be detrimental to efficiency
- Adverse impact upon the environment

The application and promotion of the policy is the responsibility of Universal Group senior management. Whilst duties and tasks may be delegated the overall responsibility remain that of senior management to ensure that Universal Group complies with all relevant statutory Health and Safety Legislation, Approved Codes of Practice, and Railway standards.

Universal Group:

- Treats Health and Safety as seriously as other aims.
- Believes that injuries and occupational illness can be prevented.
- Will set and maintain high standards of Health and Safety at all locations.
- Works in accordance with Network Rail's contract requirements safety.
- Will ensure that Health and Safety is never compromised for any other objective.

Universal Group aims to act responsibly to ensure, so far as is reasonably practicable, the health and safety of its employees whilst at work.

Universal Group will:

- Set and Monitor safety objectives.
- Be committed to continual performance in safety performance.
- Provide and maintain safe systems of work which will minimise risk to health.
- Carry out an assessment of risk to all employees whilst at work.
- Provide sufficient resources for the management of health and safety.
- Provide such information, instruction, training and supervision as is necessary to promote the health and safety of its employees.
- Seek the full co-operation of employees and clients in implementing this policy and promoting good safety practices.
- Ensure all employees are fit for the work they are required to do.
- Minimise risk of injury or illness created by work activities.
- Provide adequate resources to ensure satisfaction of this safety policy.
- Ensure that senior management actively involve the workforce – including part-time and agency workers – as part of a developing health and safety culture.

Each employee has a duty to co-operate by:

- Complying with appropriate legal requirements and company health and safety rules.
- Wearing and using the protective clothing and equipment provided.
- Applying good housekeeping to work areas.
- Reporting incidents or hazards which could lead to injury or damage.
- Attending safety training in accordance with Universal Group requirements.
- Working safely in the interests of themselves and others.

In addition to the basic Health and Safety arrangements outlined in the above policy, special procedures need to be adopted and applied in relation to railway work.

This policy is communicated internally and externally to any interested parties.