Ref	PL/013
Version	5

First Aid Policy

Universal Group maintains 1 in 50 staff trained in First Aid at Work. This is monitored by the Compliance department, who monitor competency and re-training through the training database.

Where individuals are involved in works of a short duration, or transient worksites, first aid boxes will be provided within vehicles. It is essential that the contents of the first aid boxes are monitored and maintained with adequate stock levels.

If the type of work involves higher than normal risks for staff working on track, a risk assessment will be carried out and a new ratio applied for that specific project.

The Work Package Plan will detail the first aid arrangements on site, although Universal Group would expect the Principal contractor on any site to provide adequate facilities. This will be reviewed with any contract that requires a presence on site.

Adequacy of first aid cover is reviewed regularly at management meetings.

Special consideration will be given to availability of first aid for staff working alone.

This policy will be reviewed annually, as a minimum.

Signed 
Richard Lowe
Managing Director

Dated 01/11/2026