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BACHY SOLETANCHE LIMITED
POLICY FOR
HEALTH AND SAFETY AT WORK

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**COMPANY POLICY FOR
HEALTH AND SAFETY AT WORK**

PART 1

1. INTRODUCTION

The Health and Safety Policy of the Company is required by the Health and Safety at Work etc. Act 1974, Section 2 (3), and these documents are prepared to comply with the Act. The Directors of Bachy Soletanche Limited and associated companies hereafter called the “Company” believe that the most valuable asset of the Company is the employee. They are therefore committed to ensuring that the highest possible standards of health and safety, which it is reasonably practicable to obtain, are achieved in their operations.

2. AIM

It is the aim of the Company to prevent accidents and incidents of ill health, as far as is reasonably practicable, and to maintain the health and safety of all personnel and members of the public that may be affected by its operations.

3. LEGAL AND OTHER CONTRACTUAL OBLIGATIONS

The Company will ensure the observance of the requirements of Part 1 of the Health and Safety at Work etc. Act 1974, existing enactment’s set out in Schedule 1 of the Act, and of any Regulations applying to the operation thereof. For work within the rail industry, the Company will ensure compliance with applicable Railway Group Standards and Network Rail Company Standards.

This statement of company policy is applicable to all contracts and places of work. For overseas work this policy will be amended where necessary to conform to local regulations. Where there is no relevant legislation, standards will be maintained at the level required by that of the UK.

4. POLICY

This statement of policy should be read in conjunction with the Bachy Soletanche Company Procedures manuals and should be brought to the attention of all company employees.

All employees have a legal obligation under the Health and Safety at Work Act to co-operate with management in the implementation of this Statement of Company Policy.

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5. TRAINING

Safety training will form part of the Company's general training programme. This training will include the requirements of the Health and Safety at Work etc Act 1974, other relevant statutory instruments, Regulations and Orders, approved Codes of Practice, Guidance Notes, British Standards, Railway Group Standards, Network Rail Company Standards and Company Procedures.

Management and all other employees will receive, as soon as is reasonably practicable, such training in health and safety matters as is deemed necessary to enable them to operate in a safe and efficient manner.

6. JOINT SAFETY CONSULTATION

It is the policy of the Company to encourage joint consultation on matters of health and safety at work. The Company will co-operate with recognised trade unions and abide by national agreements reached between employers' organisations and recognised trade unions concerning the appointment of Safety Committees where applicable to the Company's operations. The Company will continue to consult at all levels of the business through the established company working groups.

7. SAFE WORKING PRACTICES

Sections 9 and 10 of the Safety Management Manual contain information and guidance to assist in the establishment of safe working practices. This will ensure compliance with the statutory requirements and Parts I and II of the Company Policy.

8. SELF-REGULATION

The Company operates a robust system of self-regulation that involves health and safety inspections, safety tours, audits and continual monitoring in line with best practice and HSE recommendations on Successful Health and Safety Management contained in HS (G) 65

9. CONTINUAL IMPROVEMENT

The Company understands that whatever the level of health and safety performance, improvements are always possible, therefore each year the Company sets health and safety objectives that support:

- The health and safety needs of the organisation and its staff
- The requirements of improving industry best practice
- The Railway Group and Network Rail Company safety plan

Progress against objectives will be measured and reported to the Company executive.

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10. SUB-CONTRACTORS

Sub-Contractors will be required to pre-qualify by demonstrating their competence by completing the Bachy Soletanche Pre-qualification questionnaire and will also be requested to provide a copy of their Company Safety Policy and the name of their Company Safety Advisor. The Sub-Contractor will be issued with the Company's Safety Policy, which will be strictly adhered to if their own policy is of lower standard, or absent. Prior to start of work the Sub-Contractor will submit for approval detailed Method Statements and Risk Assessments pertinent to their operations.

Sub-Contractors will be continually monitored for health and safety as part of the Bachy Soletanche safety monitoring procedure during the currency of their works. Performance will be recorded as part of the preferred supplier procedure which forms part of the Bachy Soletanche Limited Management System.

11. MANUFACTURERS, SUPPLIERS

The manufacturer, importer, designer, supplier, erector or installer of any article used in the Company's operations must provide adequate information to ensure the safe use of the article. The Company will ensure that the information is communicated to the user.

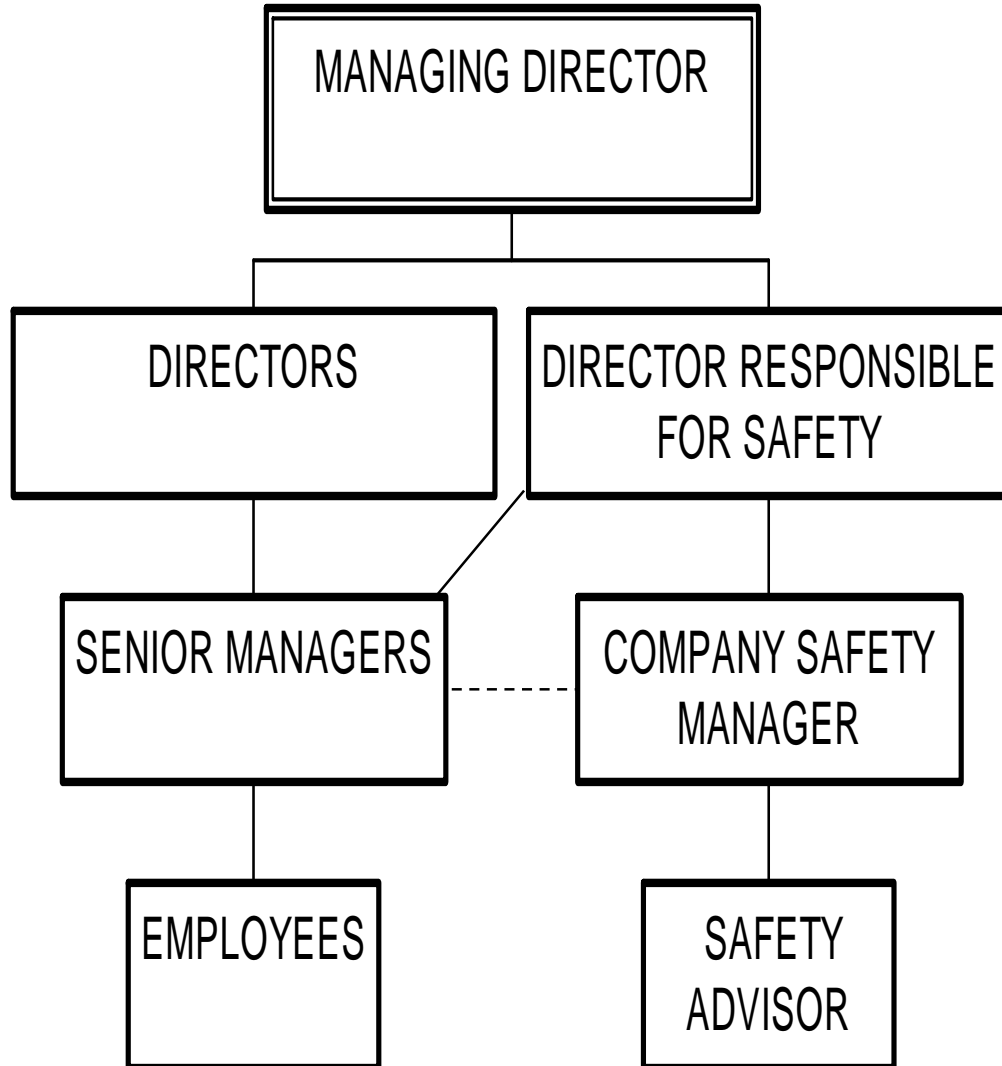
12. ORGANISATION AND RESPONSIBILITIES FOR HEALTH AND SAFETY

The Director with special responsibility for health and safety is Mr P.J. Hines

Management at all levels will be responsible for providing an advisory service throughout the Company and monitoring of cogency of the policy.

At all work places where required under the Provisions of the Act, or where deemed necessary by Management, a Health and Safety Supervisor will be appointed. This person will be responsible to the Safety Department.

HEALTH & SAFETY ORGANOGRAM




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13. THE ENVIRONMENT

The company recognises the importance of the environment and the right of future generations to an environment in which they, in turn, can sustain an adequate quality of life. The company further recognises its responsibility to conduct its day to day activities and operations with due consideration for environmental issues and legislation. To underline this commitment the company has established an Environmental Management System in accordance with ISO 14001. Full details are given in the company Environmental Manual and associated documentation.

14. INSPECTION AND AMENDMENT

The company policy for the Health and Safety at Work will be available at each work place. The policy will be reviewed at least annually and otherwise amended as necessary and any revisions will be notified to those affected by the changes.

SIGNED :  -----

DATE : -----31/3/2011-----

M Pratt
Managing Director

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**COMPANY POLICY FOR
HEALTH AND SAFETY AT WORK**

PART II

1. INTRODUCTION

In order to minimise confusion in respect of the responsibilities of individuals or company's with regard to the Health and Safety Policy, it is necessary to clearly identify those individuals and clarify their specific responsibilities.

2. MANAGING DIRECTOR

Main responsibilities are to: -

- A. Promote an interest and enthusiasm for health and safety throughout the Company.
- B. Administer the policy himself or appoint a senior member of staff to do so.
- C. Cause the Health and Safety Policy to be effectively actioned throughout the Company.
- D. Make adequate financial provision to ensure the effectiveness of the policy.
- E. Instigate proper reporting, investigation and costing of injury, damage and loss, and promote action to prevent recurrence.
- F. Set a personal example.

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3. DIRECTORS

Main responsibilities are to: -

- A. Promote an interest and enthusiasm for health and safety throughout the Company.
- B. Ensuring that in tendering, planning and production, sufficient resources have been allocated for welfare facilities, equipment and safe systems of work, to avoid injury, damage or loss.
- C. Ensure that all employees under their control receive adequate training in health and safety related matters.
- D. Make certain that all supervisory staff clearly understand the importance of their role in the successful management of safety within the Company's activities and that failure to discharge that duty will result in disciplinary action.
- E. Set a personal example on site visits. This includes the wearing of appropriate protective clothing and equipment.

4. SAFETY DEPARTMENT

4.1 Director with special responsibilities for Health, Safety and Training.

Will be directly responsible to the Managing Director for the operation of the Health, Safety and Training Department and advise management at all levels on matters concerning accident prevention.

Main duties will be to: -

- A. Promote an interest and enthusiasm for health and safety throughout the Company.
- B. Monitor the safety performance of the company and take such steps as may be necessary to improve the performance.
- C. Periodically review the Company Policy on Health and Safety, and amend it when necessary.

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4.2 Safety Manager

Will be directly responsible to the director responsible for the operation of the Health, Safety and Training Department and advise management at all levels on matters concerning accident prevention.

Main duties will be to: -

- A. Promote an interest and enthusiasm for health and safety throughout the Company.
- B. Initiate and maintain measures to improve the Company's safety record.
- C. Carry out inspection of all work places necessary to ensure that the Company's Health and Safety Policy is being adhered to. Prepare reports for management and project staff.
- D. Ensure a full knowledge of all relevant health and safety legislation, Codes of Practice and Guidance notes, and communicate that information as required.
- E. Liase with Health and Safety Executive inspectors, local authorities, fire authorities and Clients' safety departments.
- F. Where appropriate maintain contact with Safety Supervisors, Safety Representatives and Safety Committees.
- G. Investigate and record information on accidents and dangerous occurrences, and to report to the appropriate authority as required under the Reporting of injuries, Diseases and Dangerous Occurrences regulations, 1995.
- H. Assist with training at all levels of employees.
- I. Advise and assist management in their duty to assess, control and effectively manage risk to health and safety.
- J. Advise and assist in the preparation of contract safety plans, method statements and ensure that a review and modification is carried out as required.
- K. Ensure all sub-contractors are competent and have allocated sufficient resources to enable the work to be carried out in accordance with the safety plan and current legislation.

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4.3 Safety Advisor

Will be directly responsible to the manager responsible for the operation of the Health, Safety and Training Department and advise management at all levels on matters concerning accident prevention.

Main duties will be to: -

- A. Promote an interest and enthusiasm for health and safety throughout the Company.
- B. Initiate and maintain measures to improve the Company's safety record.
- C. Carry out inspection of all work places necessary to ensure that the Company's Health and Safety Policy is being adhered to. Prepare reports for management and project staff.
- D. Ensure a full knowledge of all relevant health and safety legislation, Codes of Practice and Guidance notes, and communicate that information as required.
- E. Liase with Health and Safety Executive inspectors, local authorities, fire authorities and Clients' safety departments.
- F. Where appropriate maintain contact with Safety Supervisors, Safety Representatives and Safety Committees.
- G. Investigate and record information on accidents and dangerous occurrences, and to report to the appropriate authority as required under the Reporting of injuries, Diseases and Dangerous Occurrences regulations, 1995.
- H. Assist with training at all levels of employees.
- I. Advise and assist management in their duty to assess, control and effectively manage risk to health and safety.
- J. Advise and assist in the preparation of contract safety plans, method statements and ensure that a review and modification is carried out as required.
- K. Ensure all sub-contractors are competent and have allocated sufficient resources to enable the work to be carried out in accordance with the safety plan and current legislation.

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4.4 HEALTH AND SAFETY SUPERVISORS

Where necessary management will, appoint in writing a suitably trained Health and Safety Supervisor. He/she will be functionally responsible to the Safety Department through the Company Safety Advisor.

5. DESIGNERS

Main duties are to: -

- A. Where appropriate ensure that the Client has been made aware of his duties under the Construction (Design and Management) Regulations 2007
- B. Identify the significant health and safety hazards and risks of the design.
- C. Must eliminate hazards and reduce risks from the start of the design process
- D. Give adequate regard to the hierarchy of risk control.
- E. Provide adequate information and inform others of significant or unusual risks which remain.
- F. Co-operate with others (all projects) and the CDM Co-ordinator (notifiable).

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6. PLANT DEPARTMENT

6.1 Depot / Plant Manager

- A. Ensure that all plant machinery, equipment and systems of work in the department conform to the requirements of the relevant legislation.
- B. Ensure that all plant machinery and equipment sent to site is safe and is maintained to the requirements of the relevant legislation.
- C. Check that all plant operators within the Depot are trained and where necessary are in possession of an appropriate licence to operate that category of plant.
- D. Ensure that all employees have sufficient training, information and equipment to work effectively within the requirements of the policy and relevant legislation.
- E. Ensure that periodic statutory tests and examinations are carried out and that copies of certificates are readily available.
- F. Ensure that a qualified first aider and all items of first aid equipment, as required by current legislation, are available and their location known to all employees within the Depot.
- G. Investigate and report all accidents and dangerous occurrences within the Depot to prevent a recurrence.
- H. Ensure that suitable and adequate welfare facilities (e.g. first aid, canteen, and toilets) are provided and maintained within the depot.
- I. Ensure all plant and equipment reported as unsafe by employees is not permitted to be used until such time as it is made safe.

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6.2 Work Shop Supervisors

In addition to those duties delegated under 6.1, to:-

- A. Supervise the carrying out of workshop and site repairs, maintenance, fabrications inspections etc., as directed by the Plant Manager and to ensure that the work is carried out in a safe and efficient manner.

6.3 Field Service Engineer

In addition to those duties delegated under 6.1, to:-

- A. Ensure that all Company plant is inspected, maintained and repaired in accordance with statutory requirements and that appropriate records are maintained.
- B. Ensure that all hired lifting appliances have been inspected in accordance with statutory requirements and that they comply with both those statutory and any additional company requirements.

7. CDM CO-ORDINATOR (When BSL are appointed)

When the Client has made an appointment the Director responsible for Safety will nominate a suitably qualified person. The main duties of the CDM Co-ordinator will be to:

- A. Advise the Client on the health and safety aspects of the design.
- B. Ensure designers co-operate and comply with their duties.
- C. Prepare the pre-tender health and safety plan and advise the Client on the principal Contractor's Health and Safety Plan.
- D. Ensure the health and safety file is prepared.

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8. PURCHASING MANAGER

Main responsibilities are to: -

- A. Ensure that as far as is reasonably practicable all articles and substances supplied to the Company for use at work will be safe and without risk to health.
- B. Make arrangements with the supplier to gain sufficient information to ensure the articles and substances will be without risk to health when correctly used.
- C. Make arrangements to ensure that all information required to ensure the safe use of substances and articles is communicated on to the user.
- D. Communicate to suppliers, Sub-Contractors and hauliers the conditions of the Company's policy that will be adhered to, when on the Company's premises or premises under the Company's control.

9. OFFICE ADMINISTRATORS

Main responsibilities are to: -

- A. Ensure that as far as is reasonably practicable, the equipment and premises under their control are safe and without risk to health and safety.
- B. Ensure that the office welfare facilities are adequate and maintained.
- C. Ensure that all employees under their control know the first aid and emergency procedures.

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10. OPERATIONS MANAGEMENT

Main responsibilities are to: -

- A. Identify the hazards which are, or may arise, on the contract and carry out an assessment of the risk to the health and safety of those who may be affected.
- B. Communicate the information and instructions of how to eliminate, control and minimise those hazards and risks as appropriate.
- C. Know the requirements of the Health and Safety Act, other relevant legislation, Codes of Practice etc., to allow them to monitor and enforce those requirements and cause the work to be carried out without risk to health and safety.
- D. Arrange that adequate welfare facilities, first aid facilities and supplies of protective equipment are provided and maintained.
- E. Ensure that all employees and Sub-Contractors strictly adhere to Method Statements and approved safe systems of work.
- F. Make certain that all operatives under their control have sufficient training to work efficiently and without risk to health and safety.
- G. Ensure that supervisors and operatives where necessary are released for on-site or off site safety training.
- H. Set a personal example. This includes wearing of protective clothing and equipment. Commend those who maintain high standards.
- I. Monitor health and safety by an active regime of inspections and audits.
- J. Investigate and report all accidents and dangerous occurrences and ensure that appropriate remedial measures are taken to prevent recurrence. In the event of a fatal or major injury, accident or notifiable dangerous occurrence, or on the serving of a prohibition or improvement notice, the following should be notified immediately.

See section 9 of this manual.
- K. Immediately take unsafe plant and equipment out of service and ensure that fault is reported to the supplier or plant department.

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11. PROJECT MANAGER (When BSL are Principal Contractor)

When Bachy Soletanche have been appointed as **Principal Contractor** the Project Manager will: -

- A. Develop and implement the Health and Safety Plan.
- B. Ensure that Sub-Contractors are competent and comply with their duties in this policy.
- C. Review Method Statements and Risk Assessments.
- D. Ensure the co-operation and co-ordination of Sub-Contractors.
- E. Make arrangements for the discussion and communication of health and safety matters for all personnel on site.
- F. Pass information to the CDM Co-ordinator for the health and safety file.
- G. Permit access to site for authorised personnel only.
- H. Display notification details (F10).
- I. Ensure that provision is made for adequate and suitable welfare facilities at the start of the construction phase.
- J. Provide all involved on the project(s) with suitable and adequate induction, information and where necessary training to ensure the safety of all employees.

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12. SUPERVISORS, FOREMAN

Main responsibilities are to: -

- A. Have sufficient knowledge of the relevant legislation and systems of work, to be able to ensure the safety at work of those under direct control including Sub-Contractors.
- B. Co-operate with the Principal Contractor and other contractors and comply with the rules in the Health and Safety Plan.
- C. By example discourage horseplay, restrain others from taking risks and ensure the full and correct use of safety equipment.
- D. Check that all plant and equipment is maintained in a safe condition and any unsafe plant and equipment is taken out of service and that all defects reported are promptly rectified.
- E. Maintain all facilities for welfare in a clean and safe condition.
- F. Maintain all safety equipment and ensure its free availability.
- G. Maintain an organised tidy and safe working area.
- H. Ensure that others, including the general public, are protected from our works.
- I. Ensure that the site is left in a safe condition (plant immobilised, piles covered, excavations protected, dangerous substances secured).
- J. Set a personal example, this includes the wearing of protective clothing and equipment.
- K. Ensure that all employees are aware of action to be taken in an emergency.
- L. Report all accidents and near misses.

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13. ALL EMPLOYEES

- A. Have a statutory obligation to take care of yourself and others who may be affected by your acts and omissions.
- B. Have a statutory obligation to co-operate with the employer in discharging the employer's obligations.
- C. Have a statutory obligation not to interfere or misuse anything provided in the interests of health and safety welfare.
- D. Should develop a real concern for safety, suggest ways of eliminating hazards and avoid taking risks.
- E. Not engage in horse play. Restrain others from taking risks and ensure full and correct use of PPE and safety equipment.
- F. Report all accidents and near misses.