Public			
Document Ref	Health Safety & Wellbeing Policy	Date of Issue	01-09-2022
Document Name	Health Safety & Wellbeing Policy	Revision Date	25-09-2026
Author	SHEQ	Review Date	25-09-2026
File Location	SharePoint	Next Review Date	25-09-2027

HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

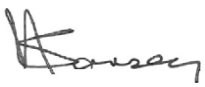
Aligning ourselves with ISO 45001, Erith is committed to providing a working environment which promotes and maintains the Health, Safety and Wellbeing of its staff, subcontractors and all other stakeholders engaged in or affected by our works. It aims to achieve a working environment which is free of work-related accidents, incidents, and ill-health and to this end we will pursue continuing improvements from year to year. Erith recognise that people are its most valued asset.

We undertake to discharge our health, safety, and wellbeing duties by**:**

- Complying with applicable legal requirements, industry best practice and other requirements to which the company subscribes regarding occupational health and safety.
- Identifying hazards in the workplace and on our sites, assessing the risks related to them and implementing appropriate preventative and protective measures.
- Providing and maintaining safe work equipment and a safe and healthy place of work.
- Consulting and encouraging participation of our employees on matters affecting their health, safety, and wellbeing, including:
  - Objectives and targets, developing safe systems of works, conducting, and contributing towards risk assessments, Developing policy etc.
- Establishing and enforcing safe and healthy methods of work.
- Appointing personnel who have the skills, abilities, and competence to undertake their role safely.
- Ensuring that tasks given to employees are within their skillset, knowledge base and that they can perform and undertake these tasks in a safe manner that includes healthy work practices.
- Ensuring that technical competence is maintained through the provision of refresher training.
- Promoting awareness of health, safety, and good practice through the effective communication of relevant information.
- Ensuring all people within the business are made aware of their individual health and safety responsibilities.
- Identifying opportunities for the improvement of occupational health and safety performance, the prevention of injury and ill health through reporting near miss and health & safety observations.
- Providing sufficient funds and resources to meet these objectives.
- Ensuring that health, safety, and wellbeing will not be compromised for other objectives.
- Implementing a robust health risk management process to ensure that the health, including mental health, of all workers is protected and maintained, irrespective of existing health status.
- Ensuring that workers are fit to carry out their designated roles through the provision of health surveillance, and a mandatory follow-up medical regime with an occupational health nurse.
- Making accessible occupational health provisions, which will assist workers to make informed choices regarding lifestyle issues.
- Providing suitable arrangements to employees who have notified the company through the employment health questionnaire, results from health surveillance or by informing their line manager of occupational health issues.
- Identifying and implementing mitigation measures to address the risks associated with fatigue.
- Encouraging our workforce to take responsibility for all aspects of their own health. This includes accepting and acting on advice provided by an occupational health nurse, visiting their GPs; taking reasonably practicable steps to minimise their own stress levels, and seeking assistance for both physical and mental health issues.
- We commit to meeting the requirements of any relevant rail industry and NHSS requirements.

This policy will be reviewed annually to monitor its effectiveness and to ensure that it remains relevant and appropriate to the organisation. This statement is to be read in conjunction with the responsibilities, arrangements, procedures, and guidance that together form the management system for health, safety, and wellbeing within Erith.

Signed for and on behalf of the Executive Board:



Steven Darsey
Company Chairman
25/09/2026