

The company will comply fully with the requirements of the Health and Safety at Work etc. Act 1974 (HASAWA 1974), Railway Group and Network Rail Company Standards and all other relevant statutory provisions, subject only to exceptions, exemptions and qualifications as are provided for the legislation.

1st Step is committed to providing and maintaining the health, safety and welfare of all its employees, and all other persons likely to be affected by its operations and activities. We will be setting & reviewing occupational health & safety objectives and occupational health & safety objectives.

The company will provide all information, instruction, training and supervision necessary so that work can be carried out in the safest practicable manner and to the highest possible standard. Standards will be monitored using Risk Assessment, inspections, tours and audit procedures.

The company also accepts its responsibilities, so far as is reasonably practicable, to ensure that the operation and maintenance of plant and equipment is safe and without risks, and that safety devices, where applicable, are provided and maintained. Equally, there is emphasis to continue to seek improvements in systems and operations in order to promote safety and health in all areas of its involvement.

Whilst the overall responsibility for health and safety rests with the Board of **1st Step**, all employees, irrespective of title, have responsibilities for their own health and safety and for that of their colleagues or others who may be affected by their acts or omissions (HASAWA 1974, Section 7).

The co-operation of all employees is vital to the success of this Policy. Therefore, it follows that any breach of safety rules and instructions will be viewed by the Operations Director as a serious offence which could lead to disciplinary procedures.

In accordance with the HASAWA 1974, Section 2(3), this Policy will be revised as and when changes arise or annually, whichever is the earliest. Each revision will address current needs and will be brought to the attention of all employees and others.

Signed:



Careena Dabbs | Operations Director

January 2025