HEALTH & SAFETY POLICY STATEMENT

SPL Powerlines UK Ltd. (SPL), SPL Powerlines Ireland Ltd and Power & Infrastructure Resourcing Ltd. (P&I) are committed to protecting the health, safety, and welfare of our employees, subcontractors, and anyone affected by our activities. This commitment is central to our business performance and legal obligations.

Our Responsibilities

- Comply with all applicable health and safety legislation in the UK and Ireland, including the Health and Safety at Work etc. Act 1974, Management of Health & Safety at Work Regulations 1999 and the Safety, Health and Welfare at Work Act 2005, and any regulations made under the Acts.
- Meet sector-specific requirements relevant to our operations, such as:

  Rail: Railways and Other Guided Transport Systems (Safety) Regulations (ROGS), Railway Safety Regulations, and related standards.
  Utilities: Electricity at Work Regulations and other applicable statutory provisions and standards.

- Maintain, so far as is reasonably practicable, safe and healthy working conditions, secure access/egress, safe plant and equipment, and safe systems of work.
- Identify hazards, assess risks, and implement suitable and sufficient controls to reduce risks to as low as is reasonably practicable (ALARP).
- Provide competent supervision, information, instruction and adequate training, and health surveillance where required.
- Establish and test emergency procedures.
- Consult with employees (and their representatives) in sufficient time on matters of health and safety, including changes that may affect their health and safety such as the introduction of new ways of working, introduction of new equipment etc.
- Provide the necessary resources and periodically review this policy for effectiveness and continuous improvement.
- Support anyone who stops work on the grounds of safety where they reasonably believe they or others are at risk of harm.

Employee Responsibilities

- Act responsibly, follow all safety procedures and instructions, including the Equan's 12 Golden Rules and use equipment correctly.
- Stop work immediately if they believe their own health and safety, or that of others, is at risk and report the concern without delay.
- Participate in training, engage in safety meetings and events, and promptly report hazards, near misses, and any accidents and incidents or shortcomings in the employers H&S protection arrangements.

This Policy underpins our integrated management systems and our commitment to health, safety and wellbeing. Its delivery is supported through the Health, Safety and Wellbeing Strategy, with both documents reviewed annually to ensure ongoing compliance, effectiveness and alignment with our rail and utilities operations.

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