

# Health and safety policy

## Purpose

Health and safety is at the heart of everything that we do — it is one of our core values. For us at HS2 that is all about caring for our workforce, our passengers and the public, by creating an environment, where no one gets hurt. We have set strategic goals in health and safety to drive us to create a railway designed, built and operated to world class standards. We are building a health and safety culture at HS2 where everyone is:

- making safety our first consideration;
- acting now to mitigate risks wherever and whenever they occur;
- speaking up and intervening if something is unsafe; and
- taking responsibility for our own and others' health, safety and wellbeing.

Everything we do is based on this approach, and everyone is empowered to stop unsafe work.

## Our health and safety principles

We have a series of principles that inform the way in which we approach health and safety, and how we will test our decisions:

### A holistic approach

We will integrate safety into everything we do, making it an integral part of the way we make decisions and operate our business.

### Safety leadership

We will provide visible health and safety leadership, setting the standard and expectations for health and safety.

### Our belief

Everyone working on the project has the right to go home unharmed.

### View health like safety

We will actively promote health in all aspects of the programme.

### Delivering a safe railway

We have the opportunity, and the duty to develop, by design, a modern railway system that puts safety at its heart.

### Safe decision making

We will develop a culture where we make safe decisions and act to mitigate risks wherever and whenever we occur.

### Developing HS2 Ltd to be a safe organisation

It is essential we develop a culture, both internally and across our supply chain, where safety really is our first consideration.

### Personal accountability

Everyone will understand their personal accountabilities for health and safety, and will be empowered to take responsibility for their own and others' health, safety and wellbeing.

# What HS2 will do to keep everyone safe and well

Our Safe at Heart programme, and this policy, sets a framework to implement our principles. It applies to everyone who works for or with HS2, and every aspect of our business. We will comply with all our legal and other requirements to which we subscribe. We understand our duties to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees, those working on our behalf and those affected by our activities. We expect those working with us to take reasonable care of their own and other people's health and safety. We will work together with trade unions, our contractors and the regulators to deliver a legacy of new and better standards in health and safety.

We are committed to minimising risk through a hierarchy of elimination, reduction and controls. To this end, we have identified a number of areas of focus, covering key risks, where we need to proactively identify and manage those risks:

**Workforce safety**

**Safe procurement**

**Public and neighbour health and safety**

**Safe operations**

**Workforce occupational health and wellbeing**

**Smart assurance**

**Safety by design**

We have established our aspirations in relation to these seven key focus areas, and have defined these aspirations in 21 Strategic Commitments.

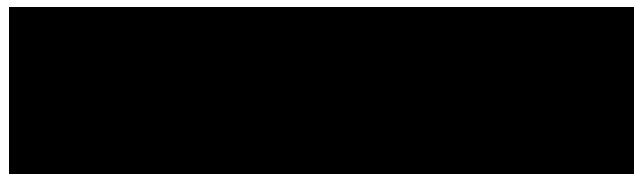
We will continually develop our safety leadership:

- Setting robust objectives;
- Improving our implementation and standards;
- Involving our collective workforce; and
- Monitoring our progress and performance on an ongoing basis to ensure we deliver on our commitments and continuously review and drive improvement.

This policy will be regularly reviewed and monitored so that it remains effective and relevant, and to make sure that we have the right people in the right place so that everyone does go home unharmed.

## Executive Owner

The Director of Safety and Assurance is the Executive Owner of this policy and is responsible for maintaining the accuracy and relevance of its contents and for periodic review and update to reflect changing circumstances.



**Approved on:** 22 August 2019

**Mark Thurston**  
**Chief Executive Officer**  
**HS2 Ltd**