

Contents

1. Policy Statement

2. Organisation

- 2.1. Managing Directors
- 2.2. Duties of Managers and Employees Responsible for Managing Allocated Premises and Site Works
- 2.3. All Employees
- 2.4. Plant and Equipment Operators and Service Engineers
- 2.5. Sub-Contractors
- 2.6. Management Structure

3. Arrangements

- 3.1. Accident Reporting
- 3.2. Asbestos
- 3.3. Audit (Safety, Health & Environment)
- 3.4. Communication & Consultation
- 3.5. Construction, Design & Management
- 3.6. Contractor Selection
- 3.7. Consultants, Experts and External Advisors
- 3.8. Control of Substances Hazardous to Health (COSHH)
- 3.9. Display Screen Equipment
- 3.10. Drugs & Alcohol at Work
- 3.11. Electricity at Work
- 3.12. Environment
- 3.13. Fire & Emergency Procedures
- 3.14. First Aid at Work
- 3.15. First Aid Training
- 3.16. Hand Arm Vibration Syndrome (HAVS) and Whole-Body Vibration (WBV)
- 3.17. Hazard and Risk Assessment
- 3.18. Health Surveillance
- 3.19. Housekeeping
- 3.20. Manual Handling
- 3.21. Mobile Phones
- 3.22. Movement of People – Preventing Slips, Trips & Falls

- 3.23.Noise
- 3.24.Personal Protective Equipment (PPE)
 - 3.24.1. Rail Specific PPE
- 3.25.Portable Appliance Testing (PAT) and Inspection
- 3.26.Pregnant Workers, New and Expectant Mothers
- 3.27.Premises Maintenance
- 3.28.Promotion of Safety, Health and Environment
- 3.29.Provision and Use of Work Equipment (PUWER)
- 3.30.Smoking
- 3.31.Stress
- 3.32.Training
- 3.33.Vehicle Safety
- 3.34.Violence at Work
- 3.35.Visitors
- 3.36.Working Hours
- 3.37.Workplace (Health, Safety & Welfare) Regulations
- 3.38.Working at Height
- 3.39.Young Persons
- 3.40.Policy Review

4. Closing Statement

1. Health & Safety Policy Statement

The Health & Safety at Work Etc. Act 1974 requires E P Industries Ltd to ensure, so far as is reasonably practicable, the health and safety of our employees and anyone else who may be affected by our acts or omissions. Our defined performance standard is zero accidents and compliance with legislative requirements will be the minimum acceptable standard adopted to achieve this goal.

In order to carry out this policy, responsibilities for health and safety have been clearly defined, allocated and accepted. All employees must play their part in implementing this policy in accordance with the relevant company policies, procedures, legislation and other compliance obligations, if safety standards are to continually improve.

When implementing this policy, we will:

- provide adequate control of health and safety risks arising from our activities in relation to employees, contractors, clients, the public and other third parties, so far as is reasonably practicable.
- provide sufficient resources to ensure that proper provisions for health and safety can be made.
- carry out risk assessments of our activities and implement effective measures to control the risks present and ensure workers are briefed on the risks and control measures that affect them.
- communicate with all workers about their health and safety and provide them with sufficient information, instruction and training through positive management and supervision in order to implement this policy.
- commit to the consultation and participation of workers and workers' representatives where appointed.
- commit to encouraging safe behaviours and re-educating unsafe behaviours.
- provide and maintain safe equipment, safe working practices, safe working environment and adopt industry best practice and implement safe systems of work.
- commit to the prevention of injury and causes of work-related ill health.
- assure every employee or person working on behalf of the company that they have the absolute right to decline to carry out work if they feel it is not safe to do so.
- review the risks and opportunities to our business and set and monitor health and safety objectives against which our performance can be measured to identify opportunities for continual improvement in health and safety performance and the management system.
- provide our employees with the appropriate tools and equipment to enable them to work safely.
- operate an Integrated Management System in accordance with the requirements of BS EN ISO 45001:2018.

This policy will be reviewed annually as part of the Management Review process, to ensure its continued relevance and adequacy.

This policy will be reviewed annually as part of the management review process, to ensure its continued relevance and adequacy.

This policy statement will be briefed to employees at their induction and will be communicated and implemented at all levels within the company and to all persons working under our control. This Health and Safety Policy Statement is available to interested parties on request.

Signed:



Position: Managing Director (Edwin Pilsworth)

Date: April 2026

2. Organisation

The effectiveness of this Policy is dependent on the people who are responsible for ensuring that all aspects of work under EP Industries Ltd and its Group Businesses are carried out with due consideration for safety and with minimum risk to health. Ultimate responsibility lies with the Company Managing Directors but specific duties are delegated to others according to their function, experience and training.

The Company Management and all Employees both individually and collectively will ensure that this Policy is applied throughout the whole Company as well as within the departments and work areas for which they have direct responsibility. Similarly, all Management must ensure that the objectives set out in this Policy are undertaken in their area of responsibility as well as in other areas in which their work integrates. Company Management will ensure that all workers, sub-contractors and visitors to the company adopt this, Policy.

Each individual person in the company has a duty of care to themselves as well as to all those they come into contact with during any part of the working day

2.1. Managing Directors

Overall responsibility for ensuring compliance with the company's health, safety policy;

- Initiate the Company Policy for Health, Safety and Welfare to prevent injury, ill health, damage and wastage; set targets for the reduction of accidents
- Ensure that the Company Management and Employees are aware of their responsibilities and that each administers and promotes with enthusiasm the requirements of this Policy throughout the entire Company.
- If contacted by a member of staff or by the Health and Safety Executive (HSE) directly regarding any potential issue that may result in prosecution, prohibition or improvement ensure that the circumstances are investigated, either personally, by a member of management to ensure that the situation is remedied and that the likelihood of a recurrence is reduced