

Health & Safety Policy

It is my policy, in accordance with the Health and Safety at Work Act, 1974 and the Management of Health & Safety Regulations 1999 to provide, within the framework of the law and good practice, safe and healthy working conditions, equipment and systems of work for all my employees & visitors. I also accept that I have a responsibility for the health and safety of other people who may be affected by my activities, and I am committed to providing adequate resources to meet the general requirements of current legislation and the railway standards.

I am committed to providing sufficient resources to carry out the policy arrangements and to strive for continual improvements by setting and monitoring H&S objectives.

I will seek out un-safe behaviours and re-educate staff involved.

In particular I have a responsibility:

- ◆ To provide and maintain safe and healthy working conditions taking into account of any statutory requirements.
- ◆ To ensure all employees are competent to do their tasks.
- ◆ To provide training and instruction to enable employees to perform their work safely and efficiently.
- ◆ To provide and maintain safe plant and equipment.
- ◆ To make available all necessary safety devices and protective equipment and to supervise their use.
- ◆ To safe handling and use of substances.
- ◆ To maintain a constant and continuing interest in health and safety matters applicable to the company's activities, in particular, by consulting and involving employees wherever possible.
- ◆ To prevent accidents and cases of work-related ill health.
- ◆ To review this policy as necessary at random intervals.
- ◆ To set Health & Safety objectives and targets.

My employees have a duty to co-operate in the operation of this policy: -

- ◆ By working safely and efficiently.
- ◆ By using the protective equipment provided and meeting statutory obligations.
- ◆ By reporting incidents that have led to injury or damage.
- ◆ By adhering to company procedures, jointly agreed, for securing a safe workplace.



BULLEY'S
Ground Maintenance Ltd

- ◆ By refraining from consumption of alcohol during work time or excessive consumption during an evening prior to working week, with no alcohol being consumed 8 hours prior to a shift, and from the illegal use or abuse of drugs.
- ◆ By assisting in the investigation of accidents with the object of introducing measures to prevent reoccurrence.

The company Health and Safety Policy will be reviewed regularly, at least annually, and additional guidance notes prepared for new aspects of work. A work plan shall be prepared and approved by the client if required, for all projects identified as having significant health and safety aspects. Access permits or permits to work may be required for certain procedures due to the nature of the work or its location.

Signed, for and on behalf of Bulley's Ground Maintenance Ltd

Director Michael Bulley

Dated 24/11/2025