

Health Safety Policy Statement

Reliable Contractors Ltd recognises its legal duty under the Health and Safety at Work Etc. Act 1974 (HSWA) to ensure, so far as is reasonably practicable, the health, safety, and welfare of all employees, contractors, visitors, and others who may be affected by our activities.

As a labour provider to the principal contractors of the tunnelling, rail and civil infrastructure industry, Reliable Contractors has legal responsibility for the health and safety of all workers and others affected by its operations, this commitment comes not simply from the necessity to fulfil legal and regulatory requirements (so far as reasonably practicable) but from a moral desire to ensure the highest reasonable standards in Health, Safety and Welfare for all our employees are achieved.

We aim to eliminate accidents by continually improving health and safety performance, which is key to reducing risks and enhancing workplace safety over time. This policy is written in accordance with the company's certification to ISO45001:2018

In line with our commitment to creating a safe and ethical working environment, we also adhere to the principles of ISO 25700:2022 (Modern Slavery), ensuring that all workers are employed under fair conditions and that modern slavery, forced labour, and human trafficking are strictly prohibited within our operations and supply chain.

Implementation of this policy:

When implementing this policy, we will:

- Provide sufficient resources to ensure that proper provision for health and safety will be made to minimise injury and occupational illnesses.
- Conduct risk assessments of activities that Reliable contractors are responsible for and implement effective measures to control the risks present so far as reasonably practicable.
- Establish a firm relationship with principal contractors health and safety teams to ensure their implementation of their risk assessments and safe systems of work meet MHSWR Reg 1999.
- Provide sufficient training and ensure employees are competent and qualified.
- Communicate and consult with employees and ensure they receive daily engagements regarding health and safety and welfare issues and that safe working practices are actively promoted, provide staff with sufficient information instruction and training through positive management and supervision in order to implement this policy fully. e.g. Toolbox Talks, Daily Briefings, Risk assessments, safety conversations.
- Provide appropriate tools and equipment to enable employees to work safely.
- Ensure that modern slavery is not present in the company's supply chain as part of our broader commitment to employee well-being.
- Collaborate with customers in the construction and rail industry to ensure a safe and healthy working environment for all workers, including managing fatigue and maintaining safe work environment.
- Carry out our activities to a standard sufficient to ensure the safety of employees, others and the safety of the infrastructure being worked on
- Strive for continual improvement in safety performance.
- Encourage safe behaviors and re-educate unsafe behaviour. Employees refusing to work on the

grounds of health and safety are to be supported.

- Any accidents, incidents, injuries, or dangerous occurrences will be reported promptly and investigated and RIDDOR requirements followed if applicable.
- Any incidents, injuries, or dangerous occurrences are reported promptly and investigated to prevent recurrence.

Employees Responsibilities:

We recognise our duty to protect employees from harm to their health, safety and well-being, Employees have a legal duty under Section 7 of the Health and Safety at Work Etc. Act 1974 to take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions. They must also cooperate with the site or employer to enable the company to comply with its legal duties. They must not undermine or interfere with Health and safety. Employees are encouraged to speak up and report safety concerns, either by using sites observation cards or Reliable Observation or whistleblowing polices.

Monitoring and review.

This policy will be reviewed as part of our ongoing commitment to continuous improvement. Health and safety performances will be regularly monitored through external and internal audits, and site inspections to ensure compliance with this policy and identify areas for further improvement. The effectiveness of our commitment to preventing modern slavery will also be assessed as part of these reviews.

Signed:

Robert

Brian Greene
Managing Director
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