



## HEALTH & SAFETY POLICY STATEMENT

Inside Out Group (Europe) Limited is committed to ensuring the safety of its employees, customers, members of the public and anyone else who are affected by our operations. It is dedicated to operating a Safety Management System in accordance with the principles of OHSAS 18001:2007.

The company commits to operating in accordance with the Health and Safety at Work (etc) Act 1974, The Transport & Works Act 1992, The Management of Health & Safety Regulations 1999, Rail & Other guided transport system regulations 2006, and all other applicable regulations and codes of practice, so far as is reasonably practicable. This policy has a number of subsidiary policies addressing the requirements of health and safety legislation, regulations or standards relating specifically to the rail industry. They include management of fatigue policy, drugs and alcohol policy and work safe policy. The policy is communicated to all employees at induction or when any significant changes are made.

The management will ensure that significant risks are assessed and suitable and sufficient measures are adopted to allow each employee/contractor to carry out his/her duties safely and without risk to health.

Suitable equipment will be provided and maintained in a safe condition, and safe systems of work will be devised. The company shall strive to achieve continuous improvement in Health & Safety performance.

Each employee/contractor will be made aware of his/her responsibility for his/her own health and safety and that of others. All employees/contractors will be given the opportunity to consult with the management on matters relating to Health & Safety, or to appoint a representative to do so.

Where necessary the company will arrange or provide suitable training for both management and operatives, in particular where new work practices or equipment are introduced. The company will also allocate necessary resources including money, supervision and other as it sees fit to meet its health and safety obligations.

The company will seek external advice as necessary to keep its health & safety policy, working practices and equipment up to date and in accordance with current legislation.

Ultimate responsibility in all areas of safety rests with the Managing Director. This duty is of no less importance than any of the responsibilities attached to that position.

Measure the culture of the business using a maturity tool that is accepted in the industry as giving an accurate reflection of the safety culture within the company. Safety objectives and targets will be established throughout the business. These objectives shall be reviewed on a regular basis via regular management meeting and feedback both from and to personnel within the business.

Reviews of Health and Safety Policy will be made annually no later than 1 year after the date on this policy.

The monitoring of all issues relating to this policy is the responsibility of the Managing Director.

Signed:

A handwritten signature in black ink, appearing to be 'T. J. ...', written over a faint circular stamp or watermark.

Operations Director  
Inside Out Group (Europe) Limited

Date: 1<sup>st</sup> July 2020