



## **Policy**

**Title: Health and Safety**

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Invicta Rail Ltd (Invicta) recognise the importance of occupational health, safety and welfare in the successful operation of the company's activities.

Invicta accepts the responsibility and obligations under the Health and Safety at Work Act 1974, Occupational Health and Safety specification ISO 45001:2018 and all other current occupational health, safety and welfare legislation applicable to its operations.

Invicta is committed to strive for continual improvement in health and safety performance and to prevent injury and ill health. This will be achieved by setting various occupational health and safety objectives and targets which will be monitored and reviewed on a regular basis.

Invicta Rail are fully committed to promoting and rewarding safe behaviours within the business and re-educating unsafe behaviours. Invicta Rail encourage our staff, supply chain & clientele to provide feedback on our performance, both internally and externally, in order to continuously improve our relationships and deliverables.

It is the policy of Invicta that all operations are carried out at all times in such a manner as to ensure, so far as is reasonably practicable, the required health, safety and welfare is achieved for all employees and all persons likely to be affected by its operations, including sub-contractors and members of the public, where appropriate.

Every employee is expected to support and further develop the Company's positive attitude towards health and safety.

This Policy will be implemented by focusing on the following:

- Invicta will continue to develop, maintain and implement safe working systems and practices which will reduce the likelihood of accidents, incidents and occupational ill health.
- All work activities will be carried out in such a way to ensure, so far as is reasonably practicable, that all employees, subcontractors and members of the public will not be exposed to risk as a result of those working activities.
- All work activities will be carried out with proper regard for the relevant statutory provisions and other appropriate industry and Client standards, such as Rail specific requirements.
- All employees and subcontractors have a legal responsibility to work safely in line with these statutory requirements and other appropriate industry and Client standards and if they identify any unsafe working situations, work will cease until the situation has been investigated and rectified where necessary.
- Invicta have a commitment to consult with all employees and subcontractors on matters concerning their health, safety and welfare.
- Invicta will ensure all employees and subcontractors are trained and competent in their task activities to enable them to carry out their work safely and Invicta will continually provide information, instruction and supervision to ensure this competence is maintained.
- Being fully committed to improving the safety culture within Invicta by holding open discussions with employees / sub-contractors and acting upon any findings and feedback.
- The Directors will hold regular meetings to review and discuss health, safety and welfare matters and will ensure resources (both physical and financial) are made available to meet any identified health, safety and welfare requirements.

The responsibility for the management of health, safety and welfare lies with the Directors. High standards in this area are deemed to be of equal importance with quality, production and achievement of commercial targets.



Invicta will regularly review its occupational health and safety performance to ensure that best practices are implemented and continual improvement is achieved.

Invicta expects all its employees and subcontractors to contribute to the fulfilment of this Policy. Each new employee is briefed on this Policy as part of their Invicta induction process.

Furthermore, this Policy will be displayed at all depots and site offices, on the company website, and a copy shall be made available to Clients, members of the public and other interested parties as required.

This Health and Safety Policy will be reviewed annually to monitor its operation and effectiveness or sooner if there are changes to legislation or Invicta business activities that may affect the application of the Policy.

Signed: Michael Cooper

A handwritten signature in black ink, appearing to read 'M. Cooper', written over a horizontal line.

Position: Director

Dated: 01/04/2024