

 <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <span style="background-color: #c00000; color: white; padding: 2px 5px;">INFRASTRUCTURE</span> <span style="background-color: #0070c0; color: white; padding: 2px 5px;">HIRE</span> <span style="background-color: #70ad47; color: white; padding: 2px 5px;">DESIGN</span> <span style="background-color: #e69d00; color: white; padding: 2px 5px;">RESOURCING</span> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div>	Document Control Ref	BSTA-02
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## Health and Safety Policy – 24/25

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. Enable Infrastructure, Enable Hire, Enable Design and Enable Resourcing are customer-focused organisations operating across the UK in rail, highways and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

The Enable Group is committed to preventing work-related injury and ill health through the identification, assessment and control of occupational health and safety (OH&S) risks and opportunities arising from our activities, products and services. Our ultimate aim is the elimination of incidents and personal injury.

We operate under a fully established ISO 45001 compliant Integrated Management System (IMS) which provides clear guidelines on how we manage OH&S throughout the business. We are committed to:

- Seeking to meet all legal, regulatory, corporate, customer and other requirements to which the Group subscribes, including industry specific standards.
- Setting and monitoring OH&S objectives and targets to enable us to work towards our goals.
- Regularly monitoring OH&S performance and managing any issues arising.
- Identifying and eliminating OH&S hazards and reducing OH&S risks through the evaluation of potential consequences and impacts; planning subsequent works accordingly.
- Ensuring robust controls are in place to prevent the occurrence of identified hazards and risks, reviewing these when there is any significant change in process.
- Providing our employees with the appropriate information, instruction, training and supervision in accordance with the relevant statutory provisions and industry best practice.
- Supporting and developing employees in accordance with our training & competence procedures.
- Promoting safe behaviours and re-educating unsafe behaviours.
- Implementing the IMS throughout our project activities and fixed office locations to enable a clear understanding of role specific OH&S responsibilities, allowing all to be accountable for their health & safety performance.
- Implementing a work safe procedure, which ensures that work is only undertaken if it can be carried out safely.
- Providing an opportunity for consultation and participation of workers and subcontractors, encouraging suggestions regarding OH&S matters when possible.
- Providing support to all employees and those working on our behalf who raise any OH&S concerns.
- Creating a proactive health and safety culture, including behavioural based safety and incentivised reporting of incidents and lead indicator tools.
- Providing occupational health surveillance for our employees.
- Ensuring the availability of sufficient resources and funding required to meet OH&S commitments and obligations, including the appointment of (or access to) competent HSQE personnel, training and equipment.
- Encouraging contribution and continual improvement of OH&S to enable business performance to be enhanced.

This statement of policy, and the organisation and arrangements for its implementation, has been prepared to comply with section 2(3) of the Health & Safety at Work etc. Act 1974. Further arrangements for its implementation are detailed within specific IMS processes and procedures.

All employees and those working on behalf of the Enable Group are required to comply with this policy, in particular by co-operating and carrying out activities safely, and in such a manner that does not intentionally or recklessly interfere with, or misuse, anything provided in the interest of health, safety or welfare.

The Group will take all reasonable steps to ensure that this policy is communicated to all employees, subcontractors, suppliers and visitors. They will be briefed on this policy during the induction process and notified of subsequent amendments through IMS change briefings and email communications. The latest version is accessible via SharePoint, noticeboards, the company website, and is available on request by any interested party.

The Directors of the Enable Group are committed to this policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually at a minimum and revised as often as may be deemed appropriate.

Shane O'Halloran

**Chief Executive Officer**

October 2024

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