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						Revision	9
						Date	Jan 25
						Client Reference	N/A

## Lone Working Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. Enable Infrastructure, Enable Infrastructure (Ireland) Ltd, Enable Hire, Enable Design and Enable Resourcing are customer-focused organisations operating across the UK and Ireland 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 providing a safe working environment as far as reasonably practical. Consideration shall therefore be given to the health and safety implications in respect of lone working.

Individuals are considered alone at work when they are on their own, they cannot be seen or be heard by another worker, cannot expect a visit from another worker for some time and / or where assistance is not readily available when needed. Therefore, lone workers are those who work by themselves without close or direct supervision.

Working alone is not in itself against the law and it will often be safe to do so. However, the law requires employers to consider carefully, and then deal with any health and safety risks for people working alone.

Anyone who is or who potentially may be a lone worker shall receive information, instruction and relevant training in respect of all identified hazards and the risks involved.

- It is the responsibility of line managers to coordinate the risk assessment for lone workers in consultation with the HSQE team
- Anyone who is lone working shall be provided with a communication link to the office base, normally a mobile phone
- Anyone who is lone working shall be given the opportunity to be provided with a personal alarm
- Lone workers shall follow all instructions as requested, this will be detailed within the Task Briefing Sheet and associated risk assessment
- It is the responsibility of the line manager to regularly re-assess risks, reporting the time and dates of monitoring and any changes to the HSQE team
- It is the responsibility of the line manager to ensure that workers do not suffer from undue stress as a consequence of lone working

### Risk assessment

Risk assessments must be carried out for and by all individuals whose working practice makes them vulnerable and recommendations should be made to eliminate or reduce the risk as far as possible. Risk assessments should include details of:

- Safe entry and exit points
- Location - remoteness, transport, parking
- Risk of violence i.e. history of violence from the public etc.
- Safety of equipment for individual use
- Channels of communication in an emergency
- Security arrangements i.e. site safety, alarm systems and response to personal alarms
- Level and adequacy of on/off site supervision

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by the Enable Group. All employees and subcontractors are required to comply with this policy. They will be briefed and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and will be available on request.

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 and revised as often as may be deemed appropriate.

Shane O'Halloran

**Chief Executive Officer**

January 2025

Parent document:	N/A	Project Filing location:	N/A	Document Owner:	Chief Executive Officer
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