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PPE 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.

This statement sets out the company's core personal protective equipment (PPE) policy which is to be adhered to on all Enable Group worksites and projects.

The Enable Group will provide all members of staff and operatives whose role includes working on site with risk specific PPE in order to carry out works safely. The Group recognises that PPE is the last line in defence and will always plan works in-line with the hierarchy of control, seeking elimination of risk at source, negating the potential for exposure to risk. Where this is not possible, suitable PPE will be issued.

Our policy is set out in accordance with the requirements of the Personal Protective Equipment Regulations, Safety, Health and Welfare at Work (General Application) Regulations 2007, specifically Part 2, Chapter 3 and Personal Protective Equipment at Work Regulations. We will provide fully compliant workwear which meets all client required PPE Standards. All PPE must be suitable for the individual required to wear it and must meet the following requirements:

- Must fit the wearer correctly
- Must not increase the overall risk associated with the works
- Be compatible with other forms of PPE worn
- Be appropriate to the risk(s) and conditions associated with the work activities
- Be designed and manufactured to the applicable BS/EN standard(s)
- Meet ergonomic requirements and the individual's state of health

Anyone working on or visiting an Enable Group project is required to wear the following 5 items of mandatory PPE (5 Point PPE):

- High visibility clothing including long sleeved high visibility top / high visibility overcoat and trousers or high visibility overalls
- Approved and compliant hard hat
- Protective safety eyewear - Note: the only exception to this is non-working visitors who are spectacle wearers
- Protective gloves - minimum standard is Cut 5
- Safety footwear - toe and midsole protection with ankle support

Full wet weather high visibility clothing and additional job specific risk assessed PPE will be provided when appropriate. The Group will also ensure that individuals undertaking safety training and workplace assessments have the appropriate PPE. All PPE will be purchased against the appropriate National Standards and will be quality controlled by the standards stipulated within the Group IMS. Enable will not charge employees for PPE required to carry out their duties.

When on-duty, all persons working on behalf of the Enable Group will be required to wear supplied PPE at all times. They must ensure it is kept clean and is used and maintained in accordance with the training and briefing carried out during the induction process. Operatives must also ensure that they are aware of and comply with any fittings instructions which are supplied with the PPE issued.

A fit test would be carried out as part of the initial selection of the RPE. A fit test would be repeated whenever there is a change to the RPE type, size, model or material or whenever there is a change to the circumstances of the wearer that could alter the fit of the RPE.

All staff who are required to wear FFP3 masks will be trained in how to carry out a fit check. A fit check will be carried out by the user every time an FFP3 mask is put on.

The Group will monitor the issue and use of PPE via regular site inspections. Failure to comply with this policy, instruction to use or tampering with supplied PPE will result in disciplinary process being implemented.

This policy is briefed and acknowledged by all employees, subcontractors and visitors during the induction process and following any changes. It is accessible via SharePoint and is 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

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