

Terrorism Risk and Incident Prevention 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 UK and Ireland faces a range of threats to its security and there is a serious and sustained risk from international and domestic terrorism. Although it is highly unlikely that our company would be a direct target of an organised attack from such terrorist networks, there have been recent terrorist attacks, and more significantly the attacks across Europe, using commercial vehicles as a weapon. As such, we recognise our responsibilities and duty of care when protecting employees, our customers and the general public from the threat of terrorism.

This policy is not intended to cause undue fear, anxiety or alarm, but rather to raise and promote awareness amongst all employees of the need to be perceptive, proactive, prepared and vigilant. We should all understand our roles and responsibilities should a situation arise. Being prepared and having suitable procedures and responses in place is a proactive way to counter terrorism. Our actions alone may not prevent a terrorist attack but could help save lives and property as well as permitting the company to continue to operate as usual.

We will ensure that the following is in place:

- Adequate training, information and equipment is provided to all staff, especially to those involved directly in security and the management and operation of vehicles.
- Emergency response plans are in place that cover a wide range of possible security breaches and incidents.
- Competent staff are appointed to deal with imminent risks and danger that may result in immediate action drills being undertaken.
- Incidents involving breaches of security are managed safely and sensitively and are reported to the relevant authorities promptly.
- An emergency and business continuity plan is in place to enable a simultaneous response to a security incident and a return to 'business as usual' as soon as possible.
- The measures in place for countering terrorism are aligned to the measures in place help against other threats, such as theft and crime.
- We are committed to a coordinated communication programme to ensure all staff are aware of the TRIP policy and its supporting procedures. The policy will be reviewed periodically considering the terrorist alert state to ensure it continues to be relevant and effective.
- Protective security and managing the risks.

To manage risks, we need to understand and identify the security threats and our vulnerability to those threats and give consideration in the security and emergency plans and procedures for the Enable Group. Any area identified as vulnerable to security threats will be identified and we will apply appropriate protective security measures to reduce the risk to as low as reasonably practicable using the following risk assessment process.

Step 1	Step 2	Step 3	Step 4
Identify the threat	Identify the vulnerabilities	Implement and communicate security measures	Review security measures and security plans

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

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