DSEC
RAIL PROJECTS

HEALTH & SAFETY POLICY

DSEC Ltd is committed to enforcing an effective health and safety policy. This commitment comes not simply from the necessity to fulfil legal and regulatory requirements so far as is reasonably practicable but from the desire to ensure that the highest reasonable standards in health, safety and welfare for all our employees are achieved.

It is the policy of DSEC Ltd to develop a safety culture in which every employee is involved in creating a safe working environment for themselves and others and we work on the principle that all accidents, injuries and occupational ill health are preventable. We will work collectively to identify hazards and reduce risk. This policy is fully supported by the management team who will work to ensure that:

- Incidents of personal injury and occupational illness are minimised.
- Measure the culture of the business using the Network Rail RM3 maturity tool that is accepted in the industry as giving an accurate reflection of the safety culture within the company.
- Manage safe behaviours and re-educate unsafe behaviours.
- All tasks are reviewed to identify hazards, assess risks and implement effective control measures and that a safe system of work is always used.
- All relevant legislation, including Railway Industry Standards and other mandatory requirements are fully complied with.
- Staff refusing to work on the grounds of health & safety will be supported.
- Adequate, competent supervision is provided to enable all employees and sub-contractors to comply with their responsibilities.

  Set safety objectives and regularly monitor performance.
- Sufficient training and mentoring is provided to ensure the competence of all staff.
- Sufficient resources are made available to ensure health, safety and welfare provisions are adequately delivered.
- Communication & consultation takes place with all employees regarding health, safety and welfare issues and that safe working practices are actively promoted.
- The provision & maintenance of safe premises, tools, plant and equipment takes place.
- All employees are issued with Personal Protective Equipment necessary for the duties they are carrying out.
- There is provision for safe methods of handling, transport and storage of items, materials and substances as required by relevant regulations.
- This policy is communicated to all employees and is reviewed regularly for effectiveness.

The ultimate responsibility for health and safety lies with the Managing Director. However, safe working is the responsibility of everyone and will be supported via appropriate information, instruction, training, consultation and resources for employees and sub-contractors alike.

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.

Signed:

Name (Print): D Smalley

Position: Managing Director

Dated : 31st October 2025

Review Date:- By 31st October 2026