

# Health and Safety Policy

## Purpose – Statement of Intent

Health and safety is at the heart of everything that we do — it is one of our core values. For us at HS2 that is all about caring for our workforce, our passengers and the public, by creating an environment, where no one gets hurt. We have set strategic goals in health and safety to drive us to create a railway designed, built and operated to world class standards.

We are building a health and safety culture at HS2 where everyone :

- Makes safety their first consideration;
- Acts now to mitigate risks wherever and whenever they occur;
- Speaks up and intervenes if something is unsafe; and
- Takes responsibility for their our own and others' health, safety and wellbeing.

Everything we do is based on this approach, and everyone is empowered to stop unsafe work. We're working on the most ambitious, exciting and challenging infrastructure project in Europe. A new low-carbon, high-speed railway that will deliver growth and opportunity for generations to come; HS2 will not only transform Britain, but our industry too. We're innovating using new methodologies, developing new skills, and setting new standards and one of the areas where we have the opportunity to make the biggest impact is in health, safety and wellbeing.

Over the lifetime of the Project, hundreds of thousands of people will play a part in planning, designing and building HS2 and many more will maintain our network during operations. We have a responsibility to keep our workforce safe and well and believe that everyone has the right to go home unharmed. But our responsibility goes further; to the communities who live near our construction sites and the millions of passengers that will use our stations and travel on our trains every year. Our work to set new standards in health and safety will leave a legacy that we can be proud of.

Our Health and Safety policy and strategy sets out our ambitious approach with the intention of 'raising the bar' across our industry. To be successful, we need the personal commitment and involvement of each individual member of the 'HS2 family', from all areas of the Project, starting at the very top.

My three personal health and safety commitments are to:

- **Put health, safety and wellbeing at the heart of all my decisions and actions;** leading by example to embed a culture that cares for our workforce, our neighbours and our future passengers.
- **Dedicate myself to maintaining a health and safety culture we can be proud of;** ensuring our people feel empowered to make safe decisions, eliminate risk and challenge unsafe practices.
- **Lead the drive to improve standards and ways of working;** ensuring that everyone working on this Project realises the collective power we have to make a difference and is committed to doing so.

**We will go beyond incremental improvements and deliver an industry changing legacy in occupational health, safety and wellbeing for the benefit of our workforce, the communities we work in, our future passengers and wider industry.**

## Responsibilities - What HS2 will do to keep everyone healthy and safe




Our Safe at Heart programme, and this policy, sets a framework to implement our health and safety objectives. It applies to everyone who works for or with HS2, and every aspect of our business. We will comply with all our legal and other requirements to which we subscribe. We understand our duties to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees, those working on our behalf and those affected by our activities. We will have a skilled, knowledgeable and experienced workforce and ensure that those entering the construction industry will gain the necessary competence which will contribute towards the HS2 legacy. We expect those working with us to take reasonable care of their own and other people's health and safety. We will work together with trade unions, our contractors and the regulators to deliver a legacy of new and better standards in health and safety.

## Arrangements

We are committed to minimising risk through a hierarchy of elimination, reduction and controls. To this end, we have identified a number of areas of focus, covering key risks, where we need to proactively identify and manage those risks:

We have established our aspirations in relation to these seven key focus areas, and have defined these aspirations in 21 Strategic Commitments.

## Our seven focus areas for health, safety and wellbeing

Our strategic goal	HS2 has committed to create a railway designed, built and operated to the highest health, safety and security standards.		
<p><b>I care</b></p> <p><b>Our health and safety objective:</b> To manage the health and wellbeing of all our workers to create a new, better standard in occupational health.</p> <p> <b>1. Occupational health and wellbeing</b></p> <p>Occupational health and wellbeing matters as much as safety on HS2. We want our workforce to thrive and not to be made ill by the work they do.</p>	<p><b>You count</b></p> <p><b>Our health and safety objective:</b> To prevent injury and proactively manage risk.</p> <p> <b>2. Workforce safety</b></p> <p>We believe every member of our workforce, during construction and when the railway is in operation, has the right to go home unharmed.</p> <p> <b>3. SMART Assurance</b></p> <p>We will measure the impact and effectiveness of our health and safety interventions through robust assurance processes.</p> <p> <b>4. Safe supply chain management</b></p> <p>We will engage all tiers of the supply chain in transforming health and safety standards so they contribute to the success of the project.</p>	<p><b>We matter</b></p> <p><b>Our health and safety objective:</b> To set a better standard for health and safety performance in the delivery of a major project.</p> <p> <b>5. Health and Safety by design</b></p> <p>We will set new standards by building our design capability to identify and mitigate health and safety risks in construction, maintenance and future operation of the railway.</p> <p> <b>6. Public and neighbour health and safety</b></p> <p>HS2 affects the lives of many thousands of people. The long-term benefits will be huge, but our impact during construction will be huge too. We will be a considerate neighbour every single day.</p> <p> <b>7. Safe operations</b></p> <p>We will design and build a railway that offers maximum safety for our future operational and maintenance workforce and passengers.</p>	

We will continually develop our health and safety leadership:

- Setting robust objectives;
- Improving our implementation and standards;
- Involving our collective workforce; and
- Monitoring our progress and performance on an ongoing basis to ensure we deliver on our commitments and continuously review and drive improvement.

This policy will be regularly reviewed and monitored so that it remains effective and relevant, and to make sure that we have the right people in the right place so that everyone does go home unharmed.

## Executive Owner

Chief Railway Officer is the Executive Owner of this policy and is responsible for maintaining the accuracy and relevance of its contents and for periodic review and update to reflect changing circumstances.



**Approved on:** 14/03/2024

**Sir Jon Thompson**  
**Executive Chair /**  
**Chief Executive Officer**  
**HS2 Ltd**