

Health & Safety Policy

JSPC Group LTD

1. Policy Statement

JSPC Group LTD is committed to providing a safe and healthy working environment for all employees, contractors, suppliers, and any other persons who may be affected by our activities.

We recognise that health and safety is fundamental to the delivery of work within the rail environment. JSPC Group LTD is committed to meeting and exceeding the requirements of **Network Rail** and **Iarnród Éireann**, and to operating an effective Safety Management System (SMS).

We adopt a **zero-harm objective**, place safety before commercial considerations, and are committed to continual improvement in health and safety performance.

2. Scope

This policy applies to:

- All employees of JSPC Group LTD
- Agency workers and labour supplied to JSPC Group LTD
- Subcontractors and suppliers under JSPC Group LTD control
- All activities including rail, construction, maintenance, and project delivery
- All locations including rail infrastructure, depots, possessions, offices, and client sites

Compliance with this policy is mandatory.

3. Legal and Rail Industry Framework

This policy is aligned with the following legislation, Network Rail standards, and Irish Rail requirements.

United Kingdom – Network Rail Alignment

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999

- Railway and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS)
- **NR/L2/OHS/001 – Safety Management System**
 - Governance, leadership, risk control, competence, monitoring
- **NR/L2/OHS/003 – Fatigue Risk Management**
- **NR/L2/OHS/019 – Safety of People at Work**
- Network Rail Life Saving Rules
- Network Rail Supplier Code of Conduct

Ireland – Iarnród Éireann Alignment

- Safety, Health and Welfare at Work Act 2005
- Railway Safety Act 2005
- Safety, Health and Welfare at Work (Construction) Regulations 2013
- **Iarnród Éireann Safety Management System (SMS)**
- Iarnród Éireann Rule Book
- Iarnród Éireann Contractor Safety Requirements

4. Health & Safety Objectives

(NR/L2/OHS/001 – Policy & Leadership | IE SMS – Safety Policy)

JSPC Group LTD aims to:

- Prevent injury, ill health, and occupational disease
- Eliminate hazards and reduce risks so far as is reasonably practicable
- Provide safe systems of work, plant, and equipment
- Ensure workers are competent, trained, and supervised
- Promote a positive safety culture and personal responsibility
- Protect the public, infrastructure, and the environment

5. Leadership, Governance, and Responsibilities

(NR/L2/OHS/001 Clauses 4–6 | IE SMS – Organisation & Responsibilities)

Directors and Senior Management

- Provide visible leadership and commitment to health and safety
- Ensure an effective SMS is implemented and maintained
- Provide adequate resources to manage health and safety risks
- Monitor performance and drive continual improvement

Managers and Supervisors

- Implement this policy and associated procedures
- Plan, control, and supervise work safely
- Ensure risk assessments and method statements (RAMS) are in place
- Verify competence and fitness for duty
- Take immediate action where unsafe conditions are identified

Employees and Workers

- Take reasonable care for their own health and safety and that of others
- Follow training, instructions, and site rules
- Use equipment and PPE correctly
- Report hazards, near misses, and incidents immediately
- Stop work if safety is compromised

6. Risk Assessment and Safe Systems of Work

(NR/L2/OHS/001 & NR/L2/OHS/019 | IE SMS – Hazard Identification & Risk Control)

JSPC Group LTD will:

- Identify hazards and assess risks prior to work commencing
- Apply the hierarchy of control
- Produce task-specific RAMS
- Ensure RAMS are briefed and understood
- Review risk assessments when conditions, scope, or environment change

7. Competence, Training, and Supervision

(NR/L2/OHS/001 – Competence Management | IE SMS – Training & Competence)

We will ensure that:

- All workers are competent for the tasks they undertake
 - Rail competencies, certifications, and medicals are maintained
 - Inductions and site-specific briefings are provided
 - Supervision is proportionate to risk, especially for safety-critical work
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8. Fitness for Duty

(NR/L2/OHS/003 – Fatigue | NR/L2/OHS/001 – Fitness for Work | IE SMS)

All persons must be **fit for duty** before starting work.

Fitness for duty includes ensuring individuals are not impaired by:

- Fatigue
- Drugs or alcohol
- Illness or injury
- Medication that may affect alertness or judgement

Fitness for duty will be managed in line with JSPC Group LTD's **Work Hours & Fatigue Management Policy** and **Drugs & Alcohol Policy**, and Network Rail and Irish Rail requirements.

9. Consultation and Communication

(NR/L2/OHS/001 – Workforce Engagement | IE SMS – Communication & Consultation)

JSPC Group LTD will:

- Consult with employees and workers on health and safety matters
 - Encourage reporting of hazards, near misses, and unsafe acts
 - Promote open reporting without fear of reprisal
 - Share safety alerts, lessons learned, and best practice
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10. Incident Reporting and Investigation

(NR/L2/OHS/001 – Incident Management | IE SMS – Incident Reporting)

All accidents, incidents, near misses, and dangerous occurrences must be reported immediately.

JSPC Group LTD will:

- Investigate incidents to identify root and underlying causes
- Implement corrective and preventive actions
- Notify Network Rail, Irish Rail, or enforcing authorities where required
- Share learning to prevent recurrence

11. Emergency Preparedness and Response

(NR/L2/OHS/001 – Emergency Arrangements | IE SMS – Emergency Planning)

Appropriate emergency arrangements will be in place, including:

- Site-specific emergency plans
- First aid provision
- Fire and evacuation procedures
- Coordination with Network Rail and Irish Rail emergency requirements

12. Monitoring, Audit, and Assurance

(NR/L2/OHS/001 – Monitoring & Review | IE SMS – Assurance)

Health and safety performance will be monitored through:

- Site inspections and audits
- Safety observations and performance metrics
- Client, RISQS, and independent audits
- Management review meetings

Findings will be used to drive continual improvement.

13. Continuous Improvement

(NR/L2/OHS/001 – Continuous Improvement | IE SMS)

JSPC Group LTD is committed to continual improvement by:

- Reviewing objectives and performance
- Learning from incidents and near misses
- Reviewing policies and procedures regularly
- Responding to changes in legislation and rail standards

14. Approval

This policy has been approved by the Directors of JSPC Group LTD and is effective immediately.

Signed:

Director

JSPC Group LTD

Date: J. Sands