

Local Standard Operating Procedure

Health, Safety, Security & Environment Policy

Our vision is Zero Harm to our guests, our employees and others affected by our activities. Wherever we work, we must promote a positive safety culture in which we continually improve our performance. We are committed to the prevention of injury, ill health, and pollution, seeking to reduce the amount of carbon produced whilst minimising our waste through collaborative working with our suppliers.

We will:

- Define policies and procedures to protect the environment and the health and safety and security of those to whom we owe a duty of care, including our guests.
- Promote a strong health safety, security and environmental culture based on active, caring, and visible leadership.
- Provide all the necessary resources for the implementation and monitor adherence to our policies and procedures.
- Meet and, where appropriate, exceed any legal and other requirements that apply.
- Identify and assess the health, safety, security, and environmental hazards, impacts and risks from our own operations and the work of our Delivery Partners.
- Work with our Industry partners, suppliers, and our health and safety representatives' and union colleagues to provide an environment where we can share the benefits of continually improving our safety culture through our actions and deeds.
- Develop and introduce plans to make sure we are managing our risks and set health, safety security and environmental objectives and targets that reflect legal requirements.
- Regularly review our risks to demonstrate that we are seeking to continuously improve.
- Actively encourage the input of employees and others with an interest in our work when making decisions relating to health, safety, security, and environmental matters, and be sure that we understand local sustainability challenges where applicable
- Identify, train, and use necessary and competent resources within a defined structure, and allocate health, safety, security, and environmental responsibilities to people who have the necessary skills.
- Investigate accident and incidents to identify areas of improvement, prevent further problems, and learn lessons.
- Encourage the reporting of and the investigation of close calls and near misses to identify and eliminate hazards to reduce the risk of accidents and incidents occurring.
- Monitor, review and report our performance, measured against set objectives and targets.
- Promote good health and mental wellbeing and offer empathy and support to colleagues who require it.

To help achieve the commitments in this policy I expect every colleague to take health and safety, security environmental responsibility for themselves, colleagues, and guests, to facilitate a culture that actively encourages and promotes robust health, safety, security, and environmental practices through the application of effective policies, standards, systems, and processes.

Kathryn Darbandi
Managing Director
 Caledonian Sleeper Ltd