

# HEALTH AND SAFETY POLICY

---

## Policy Statement

The Health & Safety at Work Act 1974 requires Carmichael<sup>UK</sup> to ensure, so far as is reasonably practicable, the health and safety of our employees, contractors, and anyone else who may be affected by our acts or omissions.

It is our belief that the health and safety of people is a top priority requirement in any workplace, and all other elements of business management must be built around this. There are also numerous legal and other requirements that regulate occupational health and safety with which we must comply. Carmichael<sup>UK</sup> will provide sufficient resources to ensure proper provision for all aspects of health and safety within the workplace.

This policy statement is to be read in conjunction with the company health and safety responsibilities, arrangements, and procedures documentation, which together forms the Carmichael<sup>UK</sup> health and safety management system.

## Scope of the Policy

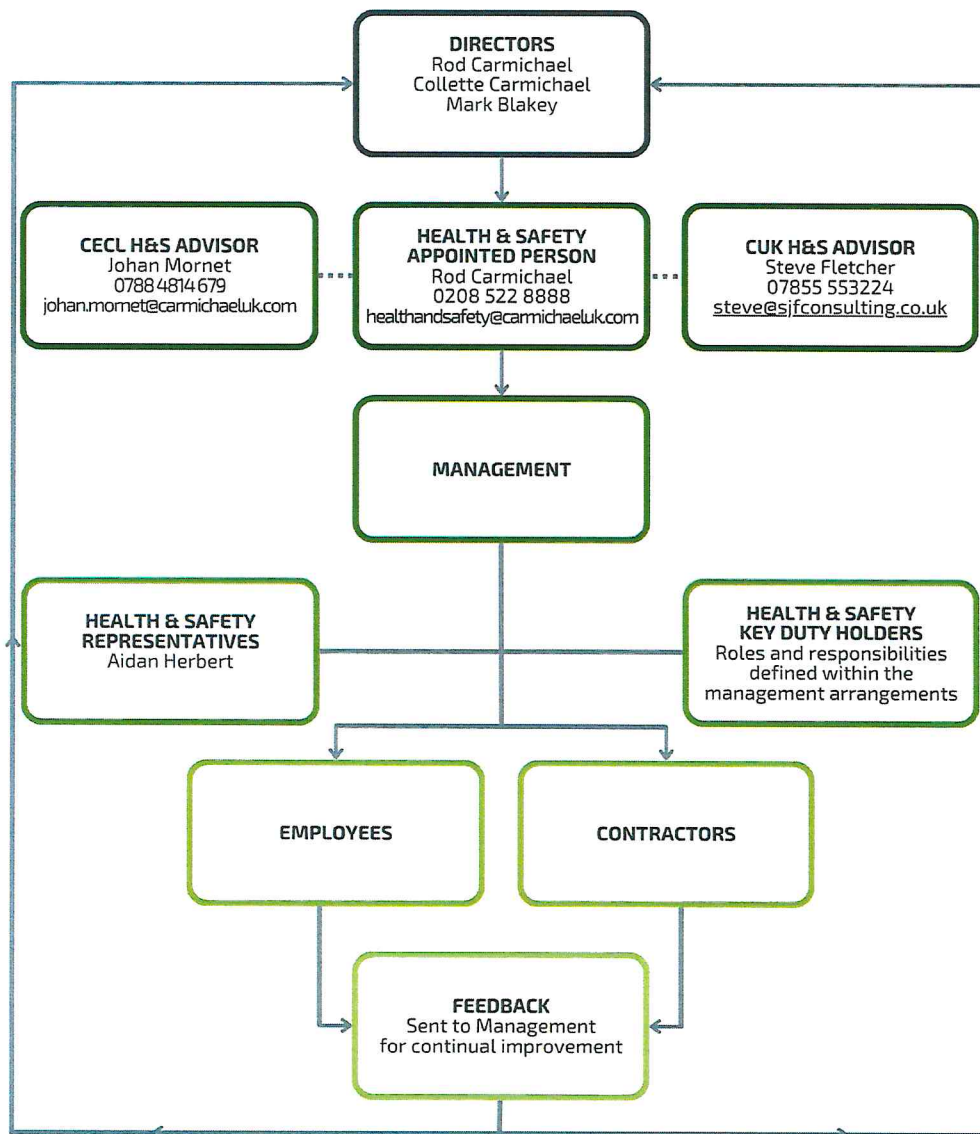
This policy has been produced for and is managed by Carmichael Site Services Limited, a company registered in England and Wales under the number 3335763. Carmichael Site Services Limited carries out business under the trading name Carmichael<sup>UK</sup>. The company's registered office is at 34 Upper High Street, Thame, Oxfordshire OX9 2DN.

The policy applies to all employees, suppliers, business partners, consultants, contractors, and temporary workers who work for or with Carmichael<sup>UK</sup>. All employees are made fully aware of this policy and their duties and responsibilities under it at their induction. All suppliers, business partners and consultants are made aware of the policy as part of their contract with us. As a company we will work only with those individuals and entities who support this policy.

Carmichael<sup>UK</sup> is externally audited each year by the Contractors Health & Safety Assessment Scheme (CHAS), ISO45001 and by the Railway Industry Supplier Qualification Scheme (RISQS).

# HEALTH AND SAFETY POLICY

The following schematic outlines the organisation and interaction between key health and safety posts within the company.



# HEALTH AND SAFETY POLICY

---

## Policy Elements

All employees, contractors and suppliers who work with and for Carmichael<sup>UK</sup> are encouraged to co-operate with the Carmichael<sup>UK</sup> health and safety policy and to contribute actively towards achieving a safe working environment.

### Structure of the Health & Safety Management System

To ensure the delivery of our health and safety management system, the health and safety documentation is structured in three levels. The three levels are outlined below:

#### Level One Health and Safety Policy

The health and safety policy forms the first level of health and safety documentation. This high-level document contains the context, structure, management organisation and overall policy intentions and objectives of Carmichael<sup>UK</sup>. It serves as an introduction to the health and safety management system.

The health and safety policy is communicated to all persons working on behalf of Carmichael<sup>UK</sup> and is also available to our stakeholders as an overview of our process and commitment.

#### Level Two Health and Safety Procedures

The health and safety policy is supported by procedures containing specific arrangements for ensuring the health, safety and welfare of all employees, contractors and third-parties. These procedures are contained within three main documents as outlined below and together they form the second level of documentation within the health and safety management system.

General	Contractors	Rail Contractors
This documentation covers arrangements to ensure the health and safety of employees of Carmichael <sup>UK</sup> who are based at our operational locations in the UK	This documentation covers arrangements to ensure the health and safety of individuals working in placements under the control of our clients	This documentation covers arrangements to ensure the health and safety of contractors working within the rail industry under the control of our clients

The purpose of these procedures is to describe and facilitate the way in which things are done to ensure that the key processes of the organisation are operated in an appropriate and consistent manner, by all persons involved.

Details of our procedures shall be provided to individuals, as appropriate to the activity being undertaken. These must be adhered to in order to ensure compliance of our health and safety processes.

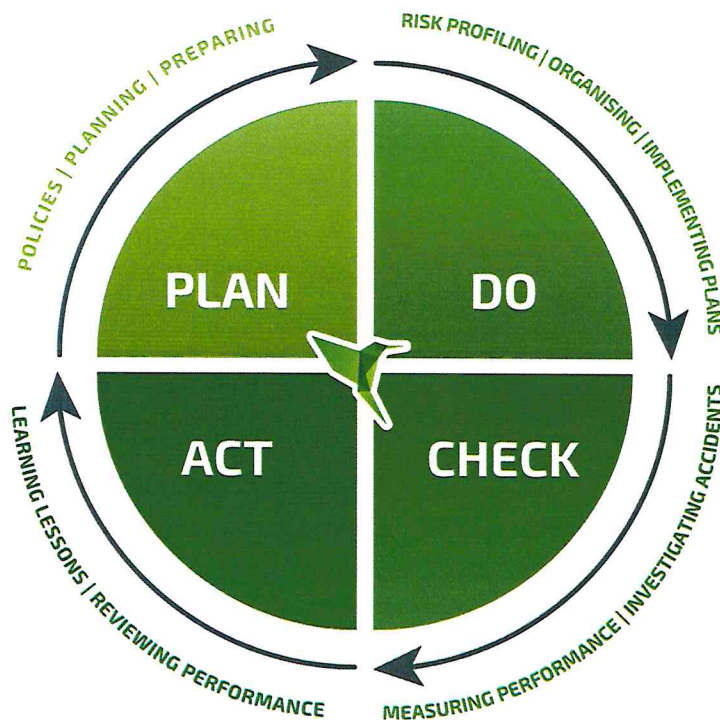


# HEALTH AND SAFETY POLICY

## Level Three Health and Safety Documentation

Each of the processes in level two is administered through defined operational controls which must be documented. This third level comprises, for example; computer databases, spreadsheets, standard forms, document templates or other planning and recording systems. The purpose of these is to ensure that necessary information is effectively specified, communicated, and recorded.

Traceability throughout the process must be maintained through the proper implementation of these control measures.



**Plan:** Identify hazards, assess risks, and plan safe systems of work for all existing and new activities, including conversion or construction processes.

**Do:** Implement appropriate controls, training, and communication to ensure safe operations.

**Check:** Monitor compliance and performance through inspections, audits, and incident reporting.

**Act:** Review findings, update risk assessments, and revise policies or procedures as necessary to achieve continual improvement.

# HEALTH AND SAFETY POLICY

---

## Responsibilities of Carmichael<sup>UK</sup>

Carmichael<sup>UK</sup> will set and monitor health and safety objectives to continually improve health and safety performance and prevent injury and ill health. For Employees who are under the direct control of Carmichael<sup>UK</sup>, we aim to:

- Identify hazards in the workplace, assess the risks related to them and implement appropriate preventative and protective measures
- Provide and maintain safe work equipment
- Provide a safe working environment
- Provide appropriate training and instruction for employees to carry out their duties safely
- Committed to providing safe and healthy working conditions for the prevention of work related injury and ill health
- Committed to eliminating hazards and reducing OH&S risks
- Committed to the continual improvement of the management system
- Committed to the consultation and participation of workers, and where they exist, workers' representatives.

For Contractors who work under the control of Carmichael<sup>UK</sup> clients, we aim to:

- Ensure that the client the contractor is working for has a Health & Safety Policy
- Ensure the contractor is aware of the requirement to attend the client's site safety induction
- Ensure that the contractor is briefed about risk assessment and method statement (RAMS) before commencing work
- Use only contractors who are deemed competent by qualifications and experience to work for our clients
- Carry out regular inspections at our client's sites to ensure the health and safety of our contractors on site

## Input, Conversion, and Output of Services

Carmichael<sup>UK</sup> recognises that the effective management of health and safety extends across all stages of service delivery — from initial input and planning to the final output and review of performance.

# HEALTH AND SAFETY POLICY

---

## **Input:**

All materials, resources, and information used in the provision of our services shall be reviewed to ensure they meet health, safety, and environmental standards. This includes supplier-provided materials, client documentation, and workforce equipment. Risk assessments shall be conducted on all inputs to identify potential hazards before use or implementation.

## **Conversion (Operational Activities):**

During the delivery or conversion phase — including recruitment, placement, project management, or construction-related activities — operational controls will be applied to eliminate or reduce health and safety risks. All personnel shall follow established safe systems of work, method statements, and client-specific safety protocols. Training, supervision, and monitoring shall ensure that the conversion processes remain safe and compliant with legal and internal standards.

## **Output:**

The outputs of our services, whether staffing solutions, project outcomes, or completed works, must meet Carmichael<sup>UK</sup>'s health and safety requirements and client expectations. Each output shall be reviewed to ensure that no residual health or safety risks are present and that all documentation (e.g. risk assessments, handover reports, inspection records) has been completed and verified.

## **Waste Management**

Carmichael<sup>UK</sup> is committed to the responsible management of waste arising from its operations and the activities of contractors or clients it supports.

- Waste will be minimised wherever possible through efficient planning, use of materials, and digital documentation processes.
- Where waste is generated, it shall be handled, stored, and disposed of in accordance with relevant legislation and environmental standards.
- Contractors and suppliers are required to use licensed waste carriers and disposal facilities and to provide appropriate waste transfer documentation.
- Hazardous or special waste will be identified, segregated, and managed in line with Control of Substances Hazardous to Health (COSHH) requirements.
- Continuous improvement opportunities related to waste reduction and recycling will be reviewed during internal audits and management reviews.



# HEALTH AND SAFETY POLICY

---

## Responsibilities of Employees

All employees of Carmichael<sup>UK</sup> have a responsibility to accept their personal involvement in applying this policy. They must be familiar with the policy and ensure that it is followed by themselves, other employees, contractors, temporary workers, and suppliers for whom they are responsible.

## Approval & Review

This policy will be reviewed once a year to ensure continuing suitability with business requirements. We will monitor its effectiveness to ensure that it reflects the company's activities. As necessary additional alterations may be made from time to time in the light of legislative changes, operational procedures, or other prevailing circumstances.

This policy has been approved by the Board of Directors to ensure it is fit for the purposes of the business in respect of managing health and safety.

<b>Board Representative:</b>	<b>Mark Blakey</b>
<b>Position:</b>	<b>Managing Director</b>
<b>Date:</b>	<b>7th January 2026</b>
<b>Signature:</b>	