

AM-POL-001

Health and Safety Policy

In accordance with The Health and Safety at Work etc Act 1974, Amaro aims to take responsibility for doing all that is reasonably practicable to ensure the health, safety, and welfare of its staff and all persons working or visiting the Company including but not limited to agency staff, contractors, workers, and visitors in all aspects of Amaro's business on all of the Company's controlled sites.

In pursuit of the above, the Company shall commit to:

- Operate a Safety Management System in accordance with the principles of ISO 45001:2018 to demonstrate its commitment to safety.
- Promote safe behaviours and education where required, by encouraging the use of our AM-POL-005 WorkSafe Policy which empowers all employees to challenge any unsafe acts or behaviours and to 'Take 5 for Safety' at any time deemed appropriate.
- Eliminate hazards and reduce health and safety risks by completing Risk Assessments, Method Statements, Task Risk Control Sheets, and Task Briefings. All work will be completed with a site and task specific Safe System of Work that provides our workers with clear information, instructions, training, and supervision especially during periods of change.
- Conduct regular reviews of the Network Rail's Standards Portal, the Sentinel Scheme Rules, and all relevant Health and Safety Legislation to ensure the Company's policies and procedures are kept up to date, relevant, and are briefed to all staff.
- Provide sufficient resources to support the ongoing management of health and safety at Amaro including the provision of Personal Protective Equipment (PPE), health and safety subject matter training, tools and equipment training, and vehicle familiarisation training where appropriate.
- Conduct regular drugs and alcohol screening in accordance with the Company's AM-POL-003 Alcohol and Drugs Policy and/or where required, the Company's AM-POL-004 For Cause Alcohol and Drugs Testing Policy.
- Deploy a continuous training and education programme to ensure its employees and contractors can work with minimal risk to their health and safety.
- Investigate, log, and record all accidents, incidents and near misses in accordance with the Company's AM-POL-024 Fair Culture Accident Investigation Policy.
- Provide adequate welfare, hygiene, first aid (including mental health first aid), lighting, and safe storage facilities at work sites.
- Ensure that clients have sufficient and suitable arrangements in their published safety policy to protect the health and safety of contractors and/or employees supplied by Amaro, where possible.
- Engage with all workers and where they exist, worker representatives. The Company prioritises a culture of safety where employees are encouraged to feel empowered to report any hazards or concerns that affect their well-being.
- Measure the safety culture of the business using a maturity tool that is accepted in the industry as giving an accurate reflection of the safety culture within the company.
- Deliver continuous improvement by setting safety targets and objectives for the business which are regularly reviewed in senior management meetings including the Safety, Health, Environment, and Quality (SHEQ) Improvement Group that meets every period, and the weekly Safety Stand Down (SSD) which is attended by all staff and relevant clients.
- Maintain a behavioural safety culture within the business by mandating and setting targets for members of the senior management team to attend work sites to conduct site inspections and log all safety conversations.

All staff have a responsibility to cooperate and ensure the success of this policy and its contribution to the safe execution of Company operations.

Review

This policy will be reviewed annually or when statutory or operational requirements necessitate a formal review.

End of Policy



Mr Michael Ewart
Managing Director

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