

# ENABLE

## Behavioural Safety Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. BCM Construction, Enable Hire and Equate Design are customer-focused organisations operating across the UK in rail, highways and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

The Enable Group will endeavour to provide effective Health and Safety (H&S) leadership across the business, in order to promote a positive H&S culture and to engage our management and employees in decisions that affect their health, safety and wellbeing. Safe behaviour at work is of paramount importance and, as such, needs to be treated as a critical work-related skill.

Many workplace injuries are caused by unsafe behaviour. Our continuing aim is to promote an understanding of safety and identify how we can positively influence safety behaviour within our business. The Enable Group operates a number of initiatives to support a reduction in this type of incident:

1. Setting and monitoring objectives and targets in relation to behavioural safety.
2. Visible H&S leadership is invaluable and, as such, managers are briefed / trained in behavioural safety techniques through attending in house and external training events.
3. Briefing / training all employees to recognise both safe and unsafe practices and encouraging them to stop unsafe activities when identified, suggesting improvements to working methods
4. Through our 'SEE it', 'SORT it', 'REPORT it' campaign, all employees have the opportunity to confidentially report unsafe working conditions / practices via the Group website, QR Reader, email, text, phone or site report card.
5. Developing a series of Safety Workshops 'Watch My Back' for our site teams. Our aim is to open up a mature dialogue with these key people in our continuing efforts to improve safety on our sites. The safety workshops have been developed by Enable people, for Enable people, and will be delivered by Enable people.
6. A yellow card warning system is in operation on all our sites. The Enable Group will issue a yellow card to staff when there has been a breach of our management systems, procedures and processes. Examples include, but are not exclusive to the below:
  - Not working in accordance with the safe systems of work
  - Not wearing (or tampering with) required PPE for the task being carried out
  - Not working in accordance with the Enable code of conduct, core values, lifesaving rules or TBS

Two yellow cards within a 12-month period could result in immediate suspension followed by disciplinary action (within 2 weeks). This may lead to a formal action, investigation, hearing, warning, performance improvement plans or dismissal.



**Should the unsafe act deemed to be gross misconduct then the individual shall be dismissed forthwith. Please refer to HR disciplinary policy.**

All employees are encouraged to challenge and report those who disregard safety instructions and procedures (they can remain anonymous).

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by the Enable Group. All employees and subcontractors are required to comply with this policy. They will be briefed and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and will be available on request.

The Directors of the Enable Group are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

**Shane O'Halloran**  
**Managing Director**  
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