



CAREYS
HEALTH & SAFETY
POLICY

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SAFETY MANAGEMENT
SYSTEM
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As Managing Director of Carey Group plc, I am personally committed to the active promotion and implementation of the highest practicable standards appertaining to health and safety. This approach not only ensures that we fully comply with statutory requirements but also reflects my personal commitment to the progressive improvement of our own and industry standards.

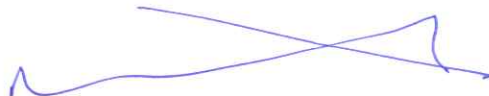
As Managing Director, I am fully committed to achieving this objective through risk based management systems, a programme of continuous improvement, positively promoting a proactive approach to safety by the use of Carey Group initiatives such as SHED and thereby creating the right culture within which health and safety issues including occupational issues will be embraced.

I am personally committed to ensuring that the following safety objectives are achieved and shall do so by providing adequate resources, support and information:-

- Comply with all relevant legislation, approved codes of practice and Careys Health & Safety Policy, align where necessary and with that of our Client's such as Network Rail.
- Make Health and Safety an integral part of the management of the company.
- Provide a place of work that is safe and without risk to the health, safety, welfare and well being of all its employees, independent contractors
- To carry out operations with due regard for the health & safety of all visitors and the general public,.
- Ensure employee competence by providing planned & appropriate training to meet individual responsibilities & needs.
- Monitor the performance of activities against this safety policy and supporting procedures.
- Seek to continually improve company safety, health and welfare performance by setting of achievable and realistic objectives and targets
- Involve & consult with employees &, where appropriate, their representatives & effectively communicate health and safety matters.
- Support this policy by the implementation and maintenance of an accredited safety management system.

This policy will be periodically reviewed, amended and re-issued and brought to the attention of all employees and other parties as appropriate.

For and on behalf of The Board of Directors of the Carey Group plc.



DENIS DEACY
MANAGING DIRECTOR

Date: 27th May 2010



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This document details the overall Policy and the organisational arrangements in place within the Carey Group Plc to ensure the health, safety and welfare of all our employees, temporary staff, contractors, visitors, clients and others who may be affected by our operations.

The Policy is divided into three parts:

PART 1

Statement of Intent - this states our commitment to health and safety throughout our operations

PART 2

Responsibilities - this details the roles and responsibilities for implementing this policy throughout our operations

PART 3

Arrangements - this details the arrangements in place to achieve our Policy commitment throughout our operations.



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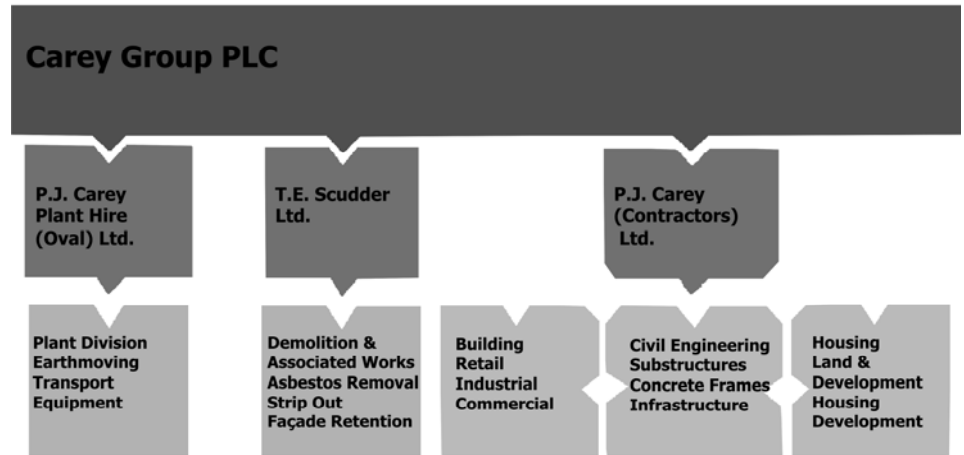
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CORPORATE STRUCTURE



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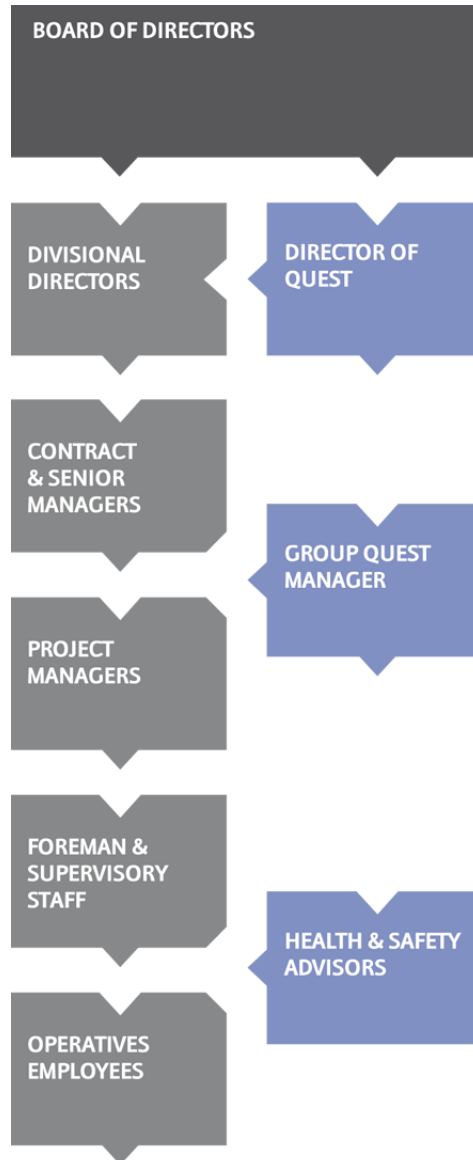
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QUEST MANAGEMENT STRUCTURE



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2 INDIVIDUAL RESPONSIBILITIES

This section identifies the health and safety responsibilities for the following individuals and appointments:

- Directors
- Managers
- Employees
- Appointed safety advisers

Specific job descriptions have also been developed describing the role and responsibilities of individual managers and staff.

Direct responsibility for health and safety performance is with line management, supported and advised by the company health and safety advisers. Managers are given the responsibility for monitoring the achievement of objectives and compliance with standards for which they and their sub-ordinates are responsible. Managers and supervisors responsible for direct implementation of standards will also monitor compliance in detail.



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2.1 RESPONSIBILITIES OF DIRECTORS

1. Oversee, so far as is reasonably practicable that, sound working practices are observed as laid down by statutory provisions, company procedures and codes of practice.
2. Consider formal reports submitted at Board meetings on policy implementation and the level of performance achieved and take action accordingly.
3. Set targets and objectives as appropriate instruct that resources are provided as necessary and that company policy and procedures are implemented effectively and performance measured and reviewed.
4. Instruct that details of any safety or environmental incidents are reported at the earliest opportunity and that such incidents are fully investigated and any lessons learnt are communicated to the appropriate personnel as an aid to achieving a continuous improvement culture.
5. Actively lead and support the implementation of the company policy and procedures and set a personal example when visiting sites.
6. The Director of Safety is responsible, for developing the organisation and arrangements for the implementation of the Company's policy on health and safety and for compliance with relevant legislation.



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2.2 RESPONSIBILITIES OF MANAGERS & SUPERVISORS

1. Implement Company policies within your area of responsibility, based on guidance provided and assistance available from specialist advisors.
2. Make yourself familiar with the issues and legal requirements relevant to your area of work and understand the health and safety risks of the operations and activities for which you are responsible.
3. Read the relevant health and safety procedures and guidance to enable you to carry out your duties as required.
4. Assess the work activities you control and take measures commensurate with the level that the risk demands in order to minimise the health and safety risks.
5. Work is properly planned and resourced, that appropriate controls are implemented and that personnel involved are adequately instructed, trained and supervised.
6. Co-operate with the health and safety personnel at all times.
7. Report all accidents and incidents, including 'near misses' as required by legislation and company policy. Assist in the investigation of all such incidents and instruct that full cooperation is given by all staff to investigating officers.
8. Always be alert to the possibility of occupationally related illness amongst your staff and report any suspect or proven cases.
9. Incident related absences from work are reported in line with company policy.
10. Sub-contractors are assessed for competency and comply with legislation and Company policy and procedures.
11. Appropriate action is taken when notified of disregard of health and safety issues.
12. Set a good personal example when visiting site.
13. Health and safety matters are discussed with staff on a regular basis through progress meetings and joint consultation where appropriate.
14. To actively foster and promote a positive health and safety culture.
15. Provide details of project management structures to safety department.
16. All safety KPI's are reported as required.
17. Monitor health and safety for all activities within their control.
18. Do not allow any alcohol or unlawful drugs to be brought onto, used or consumed on any area controlled by the company. Act immediately on any person you suspect to be under the influence of drugs or alcohol.



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2.3 RESPONSIBILITIES OF EMPLOYEES

1. Whatever job you do, you have a duty to co-operate in making your workplace safe for everyone who might be affected by your actions or omissions, and to take reasonable care not to do anything which might endanger either yourself or others.
2. You must cooperate with your employer or anyone else where it is necessary for them to comply with their statutory duties.
3. You must not knowingly act in any way, which may cause either you or the Company to be in breach of the law or damage the reputation of the Company. You must take account of the potential hazards and risks in everything you do.
4. If during the course of your work you are injured, become unwell, or are involved in or become aware of any situations which are potentially unsafe or which present a threat to the environment, you must stop work and inform your manager or supervisor at the earliest opportunity.
5. Do not undertake any work, which you consider to be unsafe. If you are instructed to carry out any such work report the matter to a company safety officer. This will be dealt with in confidence.
6. Good Housekeeping is an essential feature of any Health & Safety Policy. All tools and equipment must be cleaned after use and properly stored. Work places must be kept clean and tidy with rubbish and discarded materials placed in the receptacles provided. Proper attention must be paid to hygiene.
7. No alcoholic liquor or unlawful drugs may be brought onto or used or consumed on the premises.
8. Employees must not engage in horseplay or misuse anything provided in the interests of Health & Safety.
9. Severe disciplinary action will be taken against any employee who violates these rules and procedures.



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2.4 GROUP SAFETY DEPARTMENT

The Health & Safety Department is responsible for the provision of strategic health & safety support to company management and staff, to monitor compliance with statutory requirements and help consistent implementation of policy.

Responsibilities include;

1. Advising management on the development, formulation and implementation of Group strategic Health & safety management.
2. Providing a Health & Safety management system framework that provides a consistent approach to the implementation of legislative, regulatory and company requirements.
3. Advising staff on all aspects of Health & Safety.
4. Keeping up to date on legislation, good working practice and all external influences on Health & safety, and assisting communication of changes, developments etc throughout the organisation.
5. Putting robust systems in place for monitoring Health & Safety performance, including contractors, against Health & Safety strategy, plans, objectives, performance indicators, policy, procedures and legislation.
6. Benchmarking Health & Safety performance and best practice both internally within the Carey Group and where possible within UK industry.
7. Liaise with third parties as required including HSE, Local Authorities etc.
8. Providing a monitoring service regarding inspections of safety equipment in order that they are inspected in accordance with procedures and guidelines so that they comply with statutory legal obligations.
9. Carry out audits and inspections to monitor compliance with legislation, codes of practice, company policy and procedures.
10. Provide expertise and advice in the creation of safe systems of work and procedures in order to provide, so far as is reasonably practicable, a safe working environment for employees, clients, contractors and members of the public.



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3.1 ARRANGEMENTS

Specific arrangements are in place for all Health & Safety issues and are detailed in specific risk assessments, method statements and safety procedures. An index of these are contained in the Health & Safety Manual which support this policy.

Below are general arrangements for general Health & Safety issues.

3.1 TRAINING

The Carey Group PLC take such measures as may be necessary to ensure proper training, supervision and instruction of all employees in matters pertaining to their Health & Safety and to provide any necessary information.

All new employees prior to commencing work shall be given a Health and Safety Induction Talk and written Safety guidance.

3.2 CONSULTATION & COMMUNICATION

The Carey Group will consult with employees periodically to ascertain what measures should be taken to increase awareness of Health & Safety and to assist in making this policy affective.

3.3 ACCIDENT REPORTING

The procedures regarding the reporting of accidents, dangerous occurrences and occupational ill-health are set out in detail in the specific procedures.

All accidents, even minor ones, must be recorded in the Accident book retained on each site.

It is the responsibility of all management to ensure that all accidents/incidents, dangerous occurrences and near misses must be reported to the Company Head Office for recording and investigating purposes.

Accidents, incidents and dangerous occurrences shall be reported to the regulatory authority in accordance with Regulations. The safety department shall be responsible for the reporting of such incidents and also for coordinating internal investigations.

All staff must cooperate in the reporting and investigating of accidents and incidents.



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3.4 RECORDS

Records shall be maintained as appropriate by both head office and site. Such records shall include, but not be restricted to:

- All accident reports
- Cable Damage incidents
- Training records
- Maintenance records
- Safety inspections, audits and corrective actions
- COSHH Assessments
- Relevant assessments as required by legislation
- Accident Books
- Safety File
- Other key performance indicators

At the end of each project it is the responsibility of the Project Manager to ensure all records are returned to the head office for storage.

3.5 EMERGENCY PROCEDURES

The Company have a generic Emergency Procedures document, which covers procedures to be taken in the event of an emergency on site.

At the start of each project this generic document will be developed in order that a specific emergency procedure is produced. This will form part of the project Health & Safety Plan.

It is the responsibility of the project manager to ensure this is completed.

3.6 FIRE

Procedures regarding action to take to prevent fire and should a fire occur are set out in detail in the specific procedures.

3.7 FIRST AID

Appropriate First Aid provision is provided at all work places. Procedures regarding First Aid provision are set out in detail in the specific procedures.

3.8 RISK ASSESSMENT & HEALTH & SAFETY PROCEDURES

All activities carried out by Carey Group PLC shall be managed through risk assessment and risk control procedures. Pertinent documentation shall be issued to staff and site as appropriate, including assessments and procedures, which are available from the Company.

3.9 MONITORING THE EFFECTIVENESS OF THE POLICY

The effectiveness of the policy and related procedures shall be monitored by both Pro-active (auditing and inspections by supervisors and safety officers, benchmarking etc.) and Re-active (accident and incident reporting and review, damage review etc.) means.

Means of monitoring are fully described within the Company Health and Safety Strategy Plan.

