

## High Speed 1 Health, Safety and Assurance Policy

I am proud to lead High Speed 1 Ltd, which operates the UK's only highspeed railway and has a 30-year concession let by the government to operate, maintain, and renew the route, stations and carpark infrastructure. Our purpose is to manage a high-speed rail system, connecting London, Kent, and Europe, that is good for communities, businesses and the environment.

As the operator of the UK's only highspeed railway, it is incredibly important to me that we operate, maintain and renew our railway in the safest possible way. This overarching objective is shared by our Board, Shareholders, members of our Executive Leadership Team and all our staff.

This policy reflects our commitment to managing health and safety risks in collaboration with internal and external stakeholders and assuring them that we have fulfilled our obligations in delivering our purpose. HS1 aims to act as the focal point for safety leadership, enhancing safety management so that any person interacting with our infrastructure can do so without risk of harm.

This policy is part of HS1's Health and Safety Management System which defines its objectives, responsibilities, and principles for health and safety management. Employees can find more information on responsibilities, processes and procedures within the HS1 Health and Safety Management System. As the CEO, I have overall responsibility for health and safety, with the Assurance & Quality Manager responsible for ensuring this policy is implemented on a day-to-day basis. All employees have a responsibility to take reasonable care of their health and safety and cooperate with HS1 and other duty holders in discharging their duties. HS1 has access to health and safety specialists who act as advisors to the business and provide challenge where appropriate.

This policy applies to all HS1 employees, consultants, and supply chain, and is implemented through the Health, Safety and Assurance Strategy.

### Our Approach

We will deliver our aims and comply with our legal obligations through the following approach:

- **Set objectives and targets for the system:** set objectives and targets at various levels of the organisation and supply chain. These objectives and targets are based on activity, initiatives, and outcomes to provide a safe and healthy environment for our people and other visitors.
- **Risk Assessment and hazard control:** ensure that suitable risk assessment activities are carried out by HS1 and its supply chain to manage health and safety risks so far as reasonably practicable by employing the hierarchy of controls when considering mitigation actions.
- **Deliver targeted assurance and audit activity:** by monitoring system targets and understanding risk we will target our assurance activities to give confidence that the management systems and controls in place within the HS1 system are effective.
- **Drive maturity of health and safety management within the HS1 system:** by using the ORR's RM3 model to assess HS1 and our key strategic supplier's safety risk management maturity and develop strategies and action plans to drive maturity in key areas.

- **Reporting and investigation of incidents:** ensure we comply with our legal obligations to report incidents and accidents, that our suppliers have appropriate processes in place for incident investigation and to investigate accidents and incidents involving HS1 employees to understand root cause and implement preventative measures.
- **Consult with employees on matters affecting their H&S:** ensure employees at HS1 are made aware of their health and safety responsibilities and accountabilities and are provided the tools and training to discharge their duties and protect the health and safety of themselves and others.

HS1 is committed to continually evolve and improve how we manage health, safety, and assurance, including our health, safety, and assurance management systems. Our management systems include policies, strategies, standards, and procedures which will be maintained even through periods of change. This policy will be reviewed as a minimum on an annual basis.



Robert Sinclair  
Chief Executive Officer