



Health and Safety Policy Statement

Doctore On Track Training Services Ltd has developed this Health and Safety policy statement to summarise the philosophy for managing health and safety, in accordance with the Health & Safety at Work Etc. Act 1974, and to set out expectations for all personnel, either employed or sub-contracted, any visitor and any candidate being trained and/or assessed by Doctore On Track Training Services Ltd.

All employees and those acting on behalf of Doctore On Track Training Services Ltd are expected to review this policy and have an active role by reviewing any other workplace health and safety information, including information cascaded from governing bodies i.e. NOCN, SQA, NPORS, Network Rail and Railway Group Standards, as needed or as communicated, to ensure they are aware of their responsibilities towards managing health and safety.

Doctore On Track Training Services Ltd are advised by the SHEQ Manager and HSQE advisors RAAS Ltd

Doctore On Track Training Services Ltd has a duty of care and responsibility to ensure that, so far as is reasonable, safe working practices and procedures are implemented and adhered to. Doctore On Track Training Services Ltd is committed to providing and maintaining safe and healthy working conditions for our employees, visitors and suppliers and to provide such controls, information, training and supervision as necessary.

To achieve this, Doctore On Track Training Services Ltd will maintain a Health and Safety Policy that strives to achieve the following objectives:

Safer Workplaces

- Provide adequate control of the health and safety risks arising from our work activities
- Ensure that personnel and their representatives are consulted and encouraged to participate actively in all elements of the Health and Safety Management
- Ensure that all employees, including sub-contractors are provided information and training on general health and safety as well as targeted training if their job requires it
- Setting and monitoring safety objectives
- Minimise accidents and cases of work-related ill health to continually improve safety performance
- Provide and maintain safe equipment
- Ensure that those working on our behalf adopt similar high standards
- Maintain emergency planning and response procedures for sites including evacuation in case of fire or other significant incident
- Liaise and work with all necessary persons to ensure health and safety, and will also ensure that adequate arrangements are also in place for ensuring the health and safety of visitors.



Mental Health

- Promote mental health, healthy lifestyles and maintain safe and healthy working conditions
- Communicate effectively with our employees on matters affecting their health and safety
- Provide our employees, sub-contractors and candidates with the ability to declare a negative change in their state of health in strictest confidence and provide adequate support

Regulation and Law

- Provide our employees, sub-contractors, and candidates with the ability to report any incidents, safety concerns, close calls or near misses through CIRAS Confidential Reporting for Safety
- Safe behaviours are the norm and re-education is carried out when un-safe behaviours have occurred
- Complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which the Company subscribes
- Devote the necessary resources in the form of finance, equipment, personnel and time to ensure health and safety. Expert help will be sought where the necessary skills are not available within the Company

All policies are regularly reviewed to ensure strict compliance. This policy shall be reviewed annually in line with government legislation to ensure compliance.

Signed

Managing Director
31st December 2024