

	Health & Safety Policy Statement	REF:	ES002		
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Equate Design ensures that all employees and others working on our behalf are as far as is reasonably practicable, provided with a safe place of work with all provisions for health, safety, and welfare in place. We are committed to protecting all employees and others who may be affected by our activities including visitors and the general public.

Equate Design is committed to identifying, assessing and controlling HSQE risks arising from our activities, products and services within the scope of our Safety Management System that we control and influence.

Equate Design is committed to continual improvement of our health and safety performance and upskilling our workforce to manage health and safety more effectively.

Equate Design will take all reasonable steps to ensure that all employees and suppliers are aware of the rules in accordance with HSQE legislation, Highways England, Railway Group Standards and Network Rail Standards.

Equate Design's Integrated Management system is committed to:

- Resourcing and funding to meet health and safety commitments and obligations
- Setting and monitoring specific safety objectives for managers in accordance with legislation and our client's requirements
- Identifying hazards, the formal assessment of risks associated and the implementation of suitable control measures
- A training and competence management system
- Setting and monitoring Targets and Objectives
- Reviewing risk assessments annually or when there is any significant change to the process
- Involving employees & sub-contractors through participation and encouraging suggestions regarding HSQE matters
- Having a work safe procedure, which ensures that work is only undertaken if it can be carried out safely and provide support to all employees & sub-contractors who raise concerns regarding the safety of their work
- Eliminating accidents, specifically personal injury and property damage
- Effective systems for the management of sub-contractors
- Providing suitable and sufficient welfare and first aid facilities
- Providing fire precautions, together with equipment and training
- A proactive health and safety culture, including behavioural based safety
- Managing occupational health surveillance

This statement of policy, and the organisation and arrangements for its implementation, has been prepared to comply with section 2 (3) of the Health & Safety at Work etc. Act 1974. Further arrangements for its implementation are detailed within specific IMS processes and procedures.

The Managing Director of Equate Design is committed to this policy and is responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

This statement briefed and acknowledged by all employees on induction and following any policy changes and is available to suppliers, clients and the public on the Equate Design website www.equatedesign.co.uk