

HS2

Introducing HS2's Health & Safety Strategy

HS2 Supplier Information Pack



Continually improving health and safety performance within our supply chain

The scale of HS2 gives us a unique opportunity to raise health and safety standards across the industry, working with our partners, using evidence-based solutions and harnessing innovation to better protect people.

We always strive to set the bar higher for HS2. As we deliver HS2, working hand-in-hand with the thousands of suppliers in our supply chain over a geographically wide area, we will not lose focus on our collective performance.

In 2022 – 2023, nearly 60 million hours were worked – and since 2016, nearly 200 million hours have been worked in delivering HS2.

In the next three years, we predict we'll work about 200 million hours – the same amount worked in the last eight years on the project.

This presents both a challenge and an opportunity, to continually raise the bar, challenge ourselves and others and continue to innovate to reduce risk and improve the working lives of the 30,000-strong workforce engaged on HS2.



In this brochure you will find:

- An outline to our 'Safe at Heart' approach
- The seven HS2 focus areas and commitments
- An understanding of the steps which suppliers can take to ensure the highest standards in health and safety
- How your business can take action now

Our 'Safe at Heart' approach



Safety is one of our core values and it's the starting point for everything we do. If people aren't safe, or don't feel safe, we cannot fulfil the complex task of building HS2, meet our strategic goals and deliver the transformational benefits of the railway.

Equally, we recognise that the workplace can have a significant impact on people's health. From the outset, we've worked hard with our supply chain to ensure occupational health and wellbeing are given equal status to safety.

Our commitment to health and safety is set out in our health and safety strategy and encompassed in Safe at Heart, our overarching framework and project-wide philosophy.

Why everyone is responsible:

Everyone is responsible for health and safety leadership, from our onsite workforce, supervisors and supply chain leaders to HS2 Ltd's Board, Executive and staff.

We're all expected to think, behave and act in a way that:

- Puts health, safety and wellbeing first in every decision and action.
- Demonstrates integrity and respect for diversity.

Our Safe at Heart approach is integrated into every aspect of HS2 by:

- **Planning health and safety into construction**

Health is given equal priority to safety, and we respect the needs and contributions of a diverse workforce to do everything we can to stop anyone getting harmed.

- **Designing health and safety into our railway systems**

Putting safety at the heart of HS2 railway systems and assets, like bridges and tunnels.

- **Designing health and safety into the operation and maintenance of HS2**

Making sure rail passengers, the public and the workforce are safe in the future.

How everyone is involved:

- **As individuals**

We choose to protect ourselves and others from harm every day.

- **As team leaders**

We choose to make decisions that will better protect people now and in the future.

- **Together**

We choose to drive excellent project performance through outstanding health and safety performance.

Our Safe at Heart approach

Safe at Heart brings together our framework for health and safety at HS2. It is a guiding philosophy and a practical approach that allows everyone to feel personally connected to our actions and behaviours on health, safety and wellbeing. It is designed to make sure we do everything we can to keep everyone safe and well – and leave a legacy for future projects.

Our Safe at Heart philosophy is distilled into three distinct pillars:

- **I care**
- **You count**
- **We matter**

Applying our Safe at Heart approach to everything we do – and living our value of safety – allows us to focus on keeping each other safe and well and achieving our strategic goal of setting new standards for health, safety and security for the construction and operation of the railway.

More information can be found via www.hs2.org.uk



Caring about ourselves, our colleagues, everyone impacted by HS2 and the work we do.

'I care' relates to our individual accountability for occupational health and wellbeing as well as safety. Caring for ourselves, our colleagues and everyone we impact is the foundation of a thriving health, safety and wellbeing culture.



Making sure that every safe decision and action we take in our teams and organisations counts.

'You count' relates to our team and organisational accountability for managing risk and preventing occupational ill health and injury. It's about empowering teams to make safe decisions and take safe actions so they are actively contributing to a step-change in health, safety and wellbeing across HS2.



Recognising what we do together matters to the future of HS2, our industry and our country.

'We matter' is about the collective power we have as a future-focused leader to leave a history-making legacy for our industry. Through our commitment to doing things differently and sharing learning, innovation and best practice we aim to reset industry benchmarks for health, safety and wellbeing.

About our health and safety strategy

Our health and safety strategy sets out the guiding principles and priorities we've put in place to make sure we do everything we can to keep people safe on the UK's biggest infrastructure project.

It helps us to achieve our goal to set new standards for health, safety and security for the construction and operation of the railway by:

- Building a culture of trust
- Capturing and sharing good practice
- Inspiring innovation
- Accelerating learning from incidents
- Developing skills and behaviours

It also focuses us on leaving a legacy of safer construction and safer transport for future mega-projects.

We refreshed our strategy in 2023 to reflect the evolution of the programme, the risks we face and Safe at Heart.

Leading culture development

We expect all our supply chain leaders to develop and monitor safety leadership programmes, engagement activities and health and safety inductions.



[View more on Learning and Culture](#)

Implementing innovation

We find innovative solutions from across our supply chain and seek to encourage implementation where they are proven to offer enhanced health and safety performance.



[View more on Innovation](#)

Our seven focus areas and commitments



Occupational health and wellbeing

We believe occupational health and wellbeing matters as much as safety. Our commitment is to:

- raise the profile of occupational health and wellbeing;
- design and create positive workplaces that empower our people to thrive; and
- eradicate, wherever possible, and minimise exposure to the top five causes of occupationally acquired illness and/or disease.



Workforce safety

We believe every member of our workforce, during the construction and operation of the railway, has the right to go home unharmed. Our commitment is to:

- develop, promote and reward our frontline and operational supervisors for their safety leadership;
- maximise the use of technology and smarter ways of working; and
- develop a Safe at Heart culture across the programme, empowering every individual to speak up and make safe decisions.



Informed learning

We will measure the impact and effectiveness of our health and safety interventions through robust assurance processes. Our commitment is to:

- undertake risk-based assurance to identify potential issues; and
- develop a learning culture, where people feel empowered to report and where the business takes action to embed learning.



Safe supply chain management

We will engage all tiers of the supply chain in transforming health and safety standards so they contribute to the success of the project. Our commitment is to:

- select and develop our supply chain partners based on their ability to demonstrate shared values and excellent safety leadership;
- be an empowering client, enabling, incentivising and, where beneficial, partnering with our supply chain to innovate and deliver safely; and
- hold each other to account for high standards of occupational health, safety and wellbeing.



Health and safety by design

We will set new standards by building our design capability to identify and mitigate health and safety risks in construction, maintenance and the future operation of the railway. Our commitment is to:

- manage the impact of design and specification changes, ensuring health and safety is always our first consideration;
- wherever possible, design through a virtual environment to 'design out' risk and error and reduce unnecessary design-related site visits; and
- design infrastructure so all routine, planned trackside maintenance can be carried out outside operational hours.



Public and community health and safety

We respect the people and the places that are affected by our work. We recognise that while the long-term benefits of HS2 will be huge, construction affects the lives of thousands of people. Our commitment is to:

- get to know the communities along the route so we can understand the effects of construction on vulnerable people and respond in the best way we can;
- invest in the communities where HS2 operates, and plan our works to minimise adverse health, safety and wellbeing impacts on communities and our workforce; and
- adopt measures to minimise road-related risks in communities and those driving to work in our supply chain.



Safe operations

We will design and build a railway that is safe for our future operational and maintenance workforce and future passengers. Our commitment is to:

- always protect our workforce when they are required to work on or near the line;
- provide a safe means to access all areas of the infrastructure, including trackside, for future operations and maintenance workforce; and
- design our railway and future train service so they can be operated safely.

How your business can take action

Next steps

- Implement [“Safe at Heart” strategy](#) for occupational health, with a focus to keeping your workforce safe
- Ensure you understand and adhere to your responsibilities under the [Construction \(Design & Management\) Regulations](#) for health and safety in design, planning and construction.
- Comply with the [Common Safety Method for Risk Evaluation and Assessment](#) when interfacing with Network Rail infrastructure.
- Record all health and safety incidents via [HS2’s dedicated reporting platform, HORACE](#), to support continuous improvement.
- Implement a clear drug and alcohol policy, including testing and support
- Engage your peers and supply chain, support positive mental health, guard against personal fatigue and implement a wellbeing strategy.
- Seek to design out then control health hazards, e.g. noise and vibration and Musculo-skeletal hazards.

Additional Information

- Participate in the [Considerate Constructors Scheme](#) (CCS) and undergo regular audits.
- Adhere to the highest health and safety standards [HS2 Supply Chain School](#).
- Utilise the [HS2 health and safety passport system](#) for controlled access and risk management, where appropriate.

Case Studies

- [HS2 Learning Legacy: Health, Safety and Wellbeing theme](#)
- [BBV Safe at Heart Case Study](#)
- [HS2 Health, Safety and Wellbeing Review 2023](#)



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Get in Touch

Please email the Supply Chain Team at scc@hs2.org.uk

Welcoming Suppliers

Sign up to our supply chain [bulletin](#) and receive the latest project updates.

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