

Health and Safety Policy

Statement of Intent

Health and safety is at the heart of everything that we do — it is our top priority and one of our core values. We will care for our people, our future passengers and the public by creating an environment where no one gets hurt.

We will continue to build a health and safety culture at HS2 where every person working on the project;

- makes safety their first consideration
- acts to mitigate risks wherever and whenever they occur
- speaks up and intervenes if something is unsafe
- is empowered to stop unsafe work

Responsibilities

We all have responsibility to keep each other safe and well and believe that everyone has the right to go home unharmed. Our responsibility extends to the communities who live near our construction sites and the future passengers that will use our stations and travel on our trains every year. We will achieve this by applying our **Safe at Heart** approach to everything we do.

My three personal health and safety commitments are to:

- Lead the next phase of Safe at Heart and ensure it continues to be at the heart of everything we do as we reset the HS2 Programme, and ultimately deliver the railway into service
- Build on our strong health and safety performance and lead the drive to strengthen our health and safety culture, ensuring our people feel empowered to make safe decisions, eliminate risk and challenge unsafe practices
- Lead a relentless focus on driving continual improvement in our standards and ways of working and the prevention of harm

We will go beyond incremental improvements and deliver an **industry changing legacy** in occupational health, safety and wellbeing for the benefit of our workforce, the communities we work in, our future passengers and wider industry.

Arrangements

We will:

- comply with all our legal and other requirements
- understand our duties to ensure the health, safety and welfare of our employees, those working on our behalf and those affected by our activities
- have a skilled, knowledgeable and experienced workforce
- ensure that those entering the construction industry will gain the necessary competence which will contribute towards the HS2 legacy
- expect those working with us to take reasonable care of their own and other people's health and safety
- work together with trade unions, our contractors and the regulators to deliver a legacy of new and better standards in health and safety

Our Safe at Heart strategy, and this policy, sets a framework to implement our health and safety objectives. It applies to everyone who works for or with HS2, and every aspect of our business. To this end, we have identified **7 focus areas for Health and Safety**, which we need to proactively manage. These are:



Application

This policy applies to all aspects of the HS2 Programme and is discharged:

- throughout the programme via the **Health and Safety Strategy** and associated interventions described in the **Operational Plan**
- through the supply chain via contracts, works information and the **HS2 Supply Chain Health and Safety Approach**
- within HS2 Ltd. via the **Health and Safety Management System (IMS)**

This policy will be regularly reviewed and monitored so that it remains effective and relevant.

Executive Owner

HS2's Chief Railway Officer is the Executive Owner of this policy and is responsible for maintaining the relevance of its contents and accuracy.

Approved on: 11/02/25


Mark Wild
Chief Executive Officer
HS2 Ltd