



## Health, Safety and Wellbeing Policy

### 1 Policy Statement

Protection of people is a core value of Tideway. We care about you being safe, trained and healthy. To achieve this, we are committed to best practice, continual improvement and a transformational programme to deliver Tideway in the healthiest and safest way for everyone.

In doing this we are committed to the prevention of injury and ill health to our workforce, visitors and neighbours and will ensure compliance with all of our legal and other requirements.

### 2 This policy applies to:

The content of this policy is applicable to, and will be communicated to, our employees, contractors and third parties.

### 3 Approach

- 3.1 Our vision is to set a new benchmark for Health, Safety and Wellbeing performance in infrastructure projects within the UK, rigorously applied and improved throughout all phases of the Project.
- 3.2 We will adopt an approach that transforms Health, Safety and Wellbeing performance by challenging traditional working practices and developing solutions that comprehensively raise standards above existing industry norms.
- 3.3 Through leadership and a positive health, safety and wellbeing culture, we will deliver continuous improvement in three areas of delivery:
  - a. Build on best practices, always looking to improve and raise the bar on current standards for all phases of the Project and the business.
  - b. Focus on the detail, questioning if it is the right thing to do and ultimately getting it right.
  - c. Innovate to achieve transformational approaches, in key areas of improvement identified by everyone.
- 3.4 We have defined this approach to the works as the 'RightWay'.

### 4 Principles

- 4.1 This policy will be achieved through a robust certified Health, Safety and Wellbeing Management System, and through a programme that encompasses the following principles:

- a. We're all in it together – a true sense of collaboration and a commitment to a common goal of transformational Health, Safety and Wellbeing, a “one team” approach.
- b. Each team member will be bold and create a supportive space for others to be bold – a mutually supportive team effort.
- c. Client and supply chain working together in partnership – to support and challenge, leading to improvement.
- d. Looking and learning from previous projects – building on the best to-date, recognising what has been achieved but always seeking ways to improve.
- e. People are the solution – this isn't a programme solely focused on compliance but also on the creativity of people to make significant improvement.

## 5 Objectives

- 5.1 We will actively manage risk and continually improve our health, safety and wellbeing programme to achieve and maintain performance by setting and reviewing challenging objectives and targets, reporting performance metrics, and routinely reviewing our progress. We will enhance industry recognised standards, best practice, and earn recognition for optimal design and delivery performance.
- 5.2 We will influence others and continually redefine health, safety and wellbeing excellence and promote exemplary performance standards from consultants and contractors. This will be achieved by Tideway managers and supervisors providing leadership and resources to implement this policy.
- 5.3 We shall continue to promote a positive culture, through early engagement, collaboration, coordination and communication.

## 6 Our Commitments

- 6.1 We care about health, safety and wellbeing of every member of our team and aspire to contribute to and embrace the culture we create, to share our core values for protection of people and the environment, and actively participate both on and off the job.
- 6.2 Our commitment is to protect and enhance the well-being of everyone engaged in the Tideway programme.

Signed

**Andy Mitchell**

Tideway

Chief Executive Officer

Date: 06-09-2017

Signed

**Mark Sneesby**

Tideway

Chief Operating Officer

Date: 06-09-2017

Signed

**Steve Hails**

Tideway

HSW Director

Date: 06-09-2017