HSEQ-001 – Health and Safety Policy

Policy No	HSEQ-001	**Issue / Date**	Issue 2 – October 2026
Policy Owner	Mohammad (Mo) Akbari – Managing Director	**Next Review**	October 2027

1. Policy Statement

UK Line provides infrastructure civils solutions to the utility and highways sectors. We aim to deliver every project safely, to a high standard of quality and with excellent customer service.

We believe that all accidents and work-related ill health are preventable, that all work can be planned and carried out safely, and that everyone has a part to play in making sure only safe methods, plant and equipment are used. Our goal, shared with our workforce, clients and supply chain, is simple: Work Safe, Get Home Safe.

We will create a culture where everyone makes safe choices every day, on every job, and where unsafe conditions or behaviour are challenged and never tolerated. Health and safety is integral to how we run the business. It is given the same importance as quality, programme and cost.

2. Our Commitments

To achieve this, UK Line will:

- Comply with all applicable health and safety law, client requirements and other obligations, and aim to go beyond legal compliance.
- Identify hazards, assess risks and control them using the hierarchy of control: eliminate, substitute, engineer, administer, then provide PPE.
- Prevent work-related injury, ill health and disease, giving equal attention to occupational health, mental health and wellbeing.
- Set measurable health and safety objectives each year, monitor performance with leading and lagging indicators, and act on the results.
- Clearly define health and safety responsibilities and accountabilities at every level.
- Provide suitable resources, safe plant and equipment, and a safe and healthy working environment.
- Make sure everyone working for us is competent, with the information, instruction, training and supervision they need.
- Consult with and involve our employees, workers and their representatives in decisions that affect their health and safety, and encourage everyone to report hazards, near misses and concerns.
- Support everyone’s right to stop work they believe is unsafe, without fear of blame (see HSEQ-005 Work Safe Policy).
- Report and investigate accidents, incidents and near misses, including those reportable under RIDDOR, and share the lessons learned.
- Select, manage and work in partnership with competent sub-contractors and suppliers who share our standards.
- Protect visitors, members of the public and others who may be affected by our work.
- Audit our operations regularly and continually improve our health and safety management system and performance.
- Keep records that show compliance with legislation, client requirements and company procedures.

3. Organisation and Arrangements

The Managing Director has overall responsibility for health and safety, and is the appointed Director responsible for health and safety. Senior Management accept their role in driving this policy through their actions and decisions. Managers and supervisors are responsible for putting it into practice in their areas.

Every employee and worker must take reasonable care of themselves and others, co-operate with UK Line, follow safe systems of work and report anything unsafe.

Detailed arrangements are set out in our health and safety management system, including our Generic Risk Assessments (GRAs), Method Statements (GMSs), COSHH Assessments and related policies.

4. Communication and Review

This policy is communicated to everyone working under the control of UK Line at induction, displayed at our premises and made available to clients and other interested parties on request. It will be reviewed at least annually, and sooner after significant changes to the business, legislation or following a serious incident.

5. Relevant Legislation and Standards

- Health and Safety at Work etc. Act 1974 – s.2(3) written policy
- Management of Health and Safety at Work Regulations 1999
- Construction (Design and Management) Regulations 2015
- RIDDOR 2013
- ISO 45001:2018 (incl. Amd 1:2024) Occupational health and safety management systems

6. Approval

Signed		**Name**	**Mohammad (Mo) Akbari**
Position	Managing Director	**Date**	23 October 2026

Revision History			
Issue	**Date**	**Details of Change**	**Approved By**
1	17 August 2026	Previous issue.	Mohammad Akbari
2	October 2026	Wording refreshed and aligned to ISO 45001; hierarchy of control, mental health and wellbeing, worker consultation, right to stop work, RIDDOR and contractor management added; grammar corrected.	Mohammad Akbari