



**Power Lines, Pipes and Cables Ltd (PLPC Ltd)** is committed to managing health and safety matters as an integral part of its business activities. This includes our management of employees, subcontractors, supply chain partners, as well as our interaction with customers and the public who come in contact with our business.

To achieve this, PLPC Ltd will:

1. **Culture Development:** Foster a positive culture of health and safety within the company and with external organizations, including customers and suppliers, through communication, partnership, and learning activities.
2. **Compliance:** Ensure compliance with legislative requirements, standards, and codes of practice through the implementation of ISO 45001, National Electricity Registration Scheme (NERS), and associated industry codes and customer requirements.
3. **Risk Prevention:** Implement and maintain appropriate systems and procedures to prevent activities or actions that pose a threat to human health and safety, including road users and the natural environment, as far as reasonably practicable.
4. **Employee Welfare:** Take all reasonable and practical steps to safeguard the health, safety, and welfare of all staff members while at work.
5. **Sustainability:** Operate in a sustainable manner, guided by the principles of our Social Responsibility programme.
6. **Risk Management:** Establish, implement, and adhere to systems for identifying, assessing, eliminating, and controlling risks to employees, other persons, the environment, and the business, as far as reasonably practicable.
7. **Customer Focus:** Review customers' requirements and contract specifications to deliver a service that meets and exceeds their needs and expectations.
8. **Supplier Evaluation:** Evaluate and select suppliers of goods and services based on their ability to assist us in achieving our health and safety objectives.
9. **Equipment Provision:** Provide and maintain safe and healthy working conditions, and ensure all necessary equipment, plant, machinery, and tools are available for staff members to carry out their duties.
10. **Safe Handling:** Ensure the safe storage and handling of substances and products that may cause harm to employees during the course of their work.
11. **Consultation and Participation:** Engage with staff and contractors in developing suitable health and safety policies, procedures, and engagement programmes through consultation and participation.
12. **Transparency and Dialogue:** Foster transparency and dialogue with customers, employees, subcontractors, the general public, and all interested parties through the implementation of our Integrated Management System (IMS).
13. **Competence and Training:** Ensure all employees and subcontractors are competent to undertake their roles and receive appropriate information, instruction, and training to carry out their work safely.
14. **Continuous Improvement:** Pursue continuous development and improvement of our IMS through performance evaluation based on SMART objectives, measured through reactive and proactive monitoring.

These commitments are implemented and adhered to through a framework of objectives, policies, procedures, and processes, subject to regular management and annual strategic reviews. Our overriding priority at PLPC Ltd is to position safety at the heart of all our processes, decisions, and activities.

**Signed:**

**Dale Harrison**  
**Managing Director**

**Last Reviewed:** April 2025  
**Next Review Date:** April 2026



## Organisation for Health & Safety

Dale Harrison, Managing Director, has overall responsibility and is accountable for the prevention of work-related injury and ill health as well as the provision of a safe and healthy workplace. The Managing Director is responsible for encouraging active participation in developing and improving the Health & Safety Management System and protecting workers from reprisals when they report incidents, hazards, risks and opportunities.

Managers have a duty to ensure that sufficient resources are available to implement the safety policy, monitor health and safety data and reports to ensure its effectiveness and make changes where necessary.

The **Managing Director** is responsible for ensuring that:

- Premises, plant and equipment and general activities comply with current legislation, industry and approved codes of practice
- Adequate information, instruction and training is given in respect to health and safety
- All staff, subcontractors and visitors are aware of their statutory obligations to take reasonable care for the health of themselves or other persons who may be affected by their acts or omissions and be aware of their duty of co-operation with the company on all health and safety matters (Section 7 HSAWA 1974)
- The effectiveness of the Health and Safety Policy is reviewed through a consultative process
- The risk assessment process is managed to ensure that assessments are reviewed as required and that outstanding actions are tracked to completion
- Staff are consulted and provided feedback and data on aspects of the company's health and safety performance
- Routine site audits and observations are carried out and actions that may arise are closed in a timely manner
- Health and safety training needs are reviewed
- The process for reporting and investigating accidents and incidents are robust and root causes analysed and reported as defined in regulations to the regulatory authority
- Health and safety information records are maintained as required by the relevant statutory provisions

**Managers** with line responsibility for employees are responsible for ensuring that:

- Safe systems of work and procedures are in place
- Staff are adequately trained to carry out their work in a safe manner
- Hazards are identified at the job planning stage
- Controls required by statutory legislation, industry and approved codes of practice are implemented through instructions and risk assessments
- Adequate supervision to control the working environment and the maintenance of safe standards is provided
- Equipment is made available, fit for purpose and subject to statutory inspections, if required
- Health and safety aspects are considered prior to purchasing goods or hiring equipment
- New substances are not used before a COSHH assessment is carried out
- A Construction Health, Safety and Environmental Plan is in place under the CDM Regulations
- Staff are consulted with the aim of improving health and safety performance
- Accidents and incidents, in their areas of responsibility, are thoroughly investigated to establish root cause(s), and measures to prevent recurrence are implemented
- Appropriate protective equipment, cleansing facilities and antibacterial supplies are provided and used
- Lead by example in good health and safety practice





# Organisation for Health & Safety

**Supervisors** are responsible for:

- Ensuring that staff and subcontractors are made aware of the hazards and risks associated with their activities and that controls required by risk assessments are implemented e.g. protection of machinery, compliance with safe working practices, inspection of plant and machinery, fire prevention, good housekeeping/hygiene and personal protective equipment.
- Informing managers of any health and safety concerns, accidents, incidents and near misses
- Inputting into the HSE Plan
- Making subcontractors aware of the content of the HSE plan and integrating the plan into instructions and safe working practices
- Consulting with staff to ensure that safe working practices are implemented
- Providing adequate supervision of staff and subcontractors and reporting unsafe acts or behaviour to the relevant manager

**Employees** of PLPC Ltd at every level have a responsibility for health and safety under sections 7 and 8 of the Health and Safety at Work etc Act 1974. All staff are responsible for:

- Conducting themselves in a manner conducive to their own safety and the safety of others; horseplay and dangerous practical jokes are not permitted
- Fulfilling the content and spirit of the Health and Safety Policy to the best of their ability
- Co-operating with the management team in compliance with its statutory obligations
- Using the protective equipment provided in the proper manner
- Using only the correct tools and equipment for the job, checking them before use and maintaining them in good condition
- Using plant equipment only for the purpose intended and reporting all defects through appropriate channels
- Reporting to their supervisor all incidents, near misses, defects in procedures or systems of work that have led, or may lead to injury or damage
- Ensuring that the highest standards of housekeeping and hygiene are maintained in the workplace, vehicles and working accommodation
- Ensuring for personal hygiene/cleanliness and distancing requirements
- Working safely and effectively, avoiding any unnecessary risks to themselves or others and ensuring new starts or inexperienced persons are aware of known hazards
- Assisting in the investigation of incidents or accidents with the objective to prevent recurrence
- Consulting with management to improve health and safety standards and performance

