

**POLICY**

**HEALTH AND SAFETY**

1.11 / 5/4

# Document Development and Approval:

**Owner**

Health and Safety Manager

Approved by	Meeting No.	Decision No.	Date
Internal Governance Committee	9	IGDC/9/2	24.03.2021.
Management Board	19	2/19/2021	12.04.2021.

# Document History

This document has been issued and amended as follows:

Revision	Issue Date	Approved by
V01	12.04.2021	Management Board

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# Acronyms and Abbreviations

The following acronyms and abbreviations are used throughout this document:

Abbreviation	Definition
H&S	Health and Safety
MB	Management Board of RB Rail
RBGP	Rail Baltica Global Project
RBR	RB Rail and branches thereof

## Definitions

The following terms are used throughout this document:

Term	Definition
Beneficiaries	Ministry of Transport and Communications of the Republic of Lithuania, Ministry of Transport of the Republic of Latvia, Ministry of Economic Affairs and Communications of the Republic of Estonia responsible for the RBGP implementation. RB Rail is also the Beneficiary.
Document(s)	In the context of the Policy, an internal governance document in the form of regulations, plan, procedure, guidelines and any other documents related to the H&S. In plural, the term relates to all internal governance documents approved and in force related to the H&S.
Employee(s)	Employee(s) of RBR.
National Implementing Bodies	Rail Baltic Estonia OU in Estonia, Eiropas Dzelzceļa līnijas SIA in Latvia, UAB LTG Infra in Lithuania
Policy	This Health and Safety Policy
RB Rail	RB Rail AS, reg. No 40103845025 a joint stock company registered at the Enterprise Register of the Republic of Latvia
Risk Assessment	Identification of hazards that have the potential to cause harm and potential consequences in case if hazard manifests and determination of appropriate ways to eliminate the hazard or control the risk when the hazard cannot be eliminated.
Third parties	Beneficiaries, National Implementing bodies, contractors, sub-contractors, general public and other relevant stakeholders.

# 1 Introduction

## 1.1 Purpose

Policy states the intent of RBR towards H&S. It gives insight into RBR high level goals and strategy on H&S to Employees and Third parties.

## 1.2 Application

Policy is applicable to Employees directly and must be adhered at all times. Policy is also applicable to Third parties to the extent of their acceptance and condition of reasonably practical. Policy will be available on RBGP official website.

Policy application and implementation will be supported by related Documents.

## 2 General intent

1. RBR is determined to take all reasonably practicable measures to protect H&S and foster wellbeing of all Employees in the performance of their work as well as safety of Third parties and others who might encounter RBGP to their level of acceptance. RBR is committed to maintaining a safe and healthy workplace for every Employee.

2. RBR regards compliance with local H&S laws and other legal requirements as a minimum performance standard. We are committed to work in accordance to international industry standards and good practice to achieve our safety goals. At RBR we strive to continuously improve our safety culture by improving safety management systems, Documents and enhancing positive attitude towards health and safety.

## 3 Health and Safety Goal

3. At RBR we are committed to achieve a **zero accident and incident workplace**. H&S is an integral part of our business activity and high standards of management of H&S must be treated with the same sense as other managerial objectives. RBR ensures that adequate resources are in place to make the Policy's objectives achievable.

## 4 Employer`s commitment

4. RBR ensures that all reasonably practicable measures are taken to prevent personal injury and ill health by:

- 4.1. each Employee showing personal example by performing safely and in accordance to all applicable safety rules and safety common sense at all times so to encourage other Employees as well as Third parties to perform in the same manner;
- 4.2. providing and maintaining safe and healthy working conditions;
- 4.3. undertaking and recording the Risk Assessments of relevant activities and implementing actions to reduce those risks to a level as low as it is reasonably practicable;
- 4.4. providing trainings and instructions so that Employees, at all levels, know how to perform their work safely;
- 4.5. providing all necessary protective safety equipment and instructions on its use;

- 4.6. periodically auditing and reviewing systems of work to maintain compliance with H&S laws and Documents;
  - 4.7. ensuring blame-free environment for highlighting safety issues.
5. Throughout procurement processes, RBR fulfils its duty of care to encourage Third parties to perform on the highest level in terms of H&S.

## 5 Expectations on Employees` performance

6. MB and for H&S accountable and responsible Employees have the responsibility to ensure that safety requirements are met. Each Employee is responsible for complying with H&S legal requirements and Documents. Employees must co-operate and assist in the implementation of this Policy by:

- 6.1. participating in trainings and informative meetings related to H&S;
  - 6.2. working and behaving in a way that does not compromise the H&S of themselves and others;
  - 6.3. complying to Documents to ensure a safe place of work;
  - 6.4. reporting accidents, incidents and near misses as well as assisting as required in the investigation of the mentioned;
  - 6.5. in good faith report unsafe conditions or unsafe acts or ideas for further improvements of H&S conditions;
  - 6.6. ensuring all safety aids and protective equipment provided for safe working are always used for the intended purpose and not interfered with or misused;
  - 6.7. ensuring all work equipment used is safe and without risk to health when properly used.
7. Breach of Policy, Documents and/or H&S related national laws may lead to disciplinary liability, administrative liability and/or civil liability.