

We share a collective responsibility to keep everyone safe.

Safe is the one of our values and Speedy will consider this above all else. If you are a colleague or contractor working on behalf of the Company you may refuse to work on the grounds of a health & safety risk should you feel that you or others are at risk of serious and imminent danger.

Prior to taking the decision to refuse to work, you must take all necessary steps to resolve the situation with your line manager or any other local senior manager(s) (if any). If the situation cannot be resolved then immediately stop work and contact the HSSEQ department who shall complete an urgent risk assessment of the situation and advise accordingly. Contact details for the HSSEQ department can be found at the local depot or on the Company Intranet.

If the HSSEQ team member you have contacted agrees with your concerns, then he or she will advise your line manager or any other local senior manager(s) of their agreement and will suggest ways to reduce and/or prevent the unacceptable level of risk.

If the HSSEQ team member you have contacted does not agree with your concerns or does not agree that the risks are at an unacceptable level, then he or she will explain the mitigation and control measures which are currently in place/or that will be put in place to allow you to continue to work.

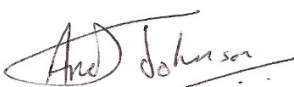
If you still refuse to work, your concern will be escalated to the Area Manager to resolve the situation as quickly as possible.

If the HSSEQ team member's recommendations regarding the reduction or prevention of the relevant risk is not agreed with your line manager and/or any other local senior manager(s), the matter will be escalated to the Regional Director of the business. **All colleagues** have the right to escalate their concerns by following the Speedy Whistleblowing Policy. To do so, contact the whistleblowing officers by sending an email to [whistleblowing@speedyservices.com](mailto:whistleblowing@speedyservices.com) or you can leave a recorded message on the dedicated Speedy Speak Up Whistleblowing Voicemail by calling the direct dial number 01942 327 088.

**All Rail colleagues** have the right to contact CIRAS from anywhere in the UK by calling Freephone 0800 4 101 101, writing to Freepost CIRAS or texting 07507 285887 (standard text rates apply). This is an alternative way for the rail industry staff to report safety concerns that they feel unable to report through company safety channels. It is a completely independent and confidential way to report safety concerns without fear of recrimination.

Those colleagues who invoke this policy will be free from disciplinary action if they have completed the above actions prior to refusal to work.

This policy has been put in place to address the requirements of Regulation 8 of the Management of Health & Safety at Work Regulations 1999. This policy has been developed and authorised by the Chief Executive, Speedy Hire Plc. It is the responsibility of the Group HSSEQ Director to implement and monitor the effectiveness of this policy.

A handwritten signature in black ink that reads "Andy Johnson". The signature is written in a cursive style with a horizontal line underneath.

Andy Johnson  
HSSEQ Director  
Speedy Hire Plc