

# OUR STRATEGIC COMMITMENTS

We have established our aspirations in relation to the **seven key focus** areas, and have defined these aspirations in 21 Strategic Commitments. These Commitments identify the outcomes in Health and Safety that HS2 Ltd will achieve over the next 10 years of the programme, across all elements within the programme lifecycle. They were developed collaboratively, with input from every HS2 directorate.

The commitments are designed to be tangible, stretching, measureable and publishable – so we can hold ourselves to account for delivering improved levels of Health and Safety performance. A **printable version** of the commitments is also available.

Workforce Safety	<p><b>"We believe everyone has the right to go home unharmed"</b></p> <ul style="list-style-type: none"> <li>• We will design the railway to be maintained and operated safely, with our future workforce in mind</li> <li>• We will design our emergency response process, to avoid putting our staff at risk in responding</li> <li>• We will deliver an HS2 Ltd Safety Passport Scheme, to make sure everyone is aware of their personal accountability for safety</li> </ul>
	<p><b>"We will develop, promote and reward our frontline and operational supervisors based on their safety leadership"</b></p> <ul style="list-style-type: none"> <li>• We will provide all supervisors and leaders, including those of our contractors, with HS2 Ltd safety leadership training</li> <li>• We will integrate safety leadership into our recruitment, selection, objectives and performance appraisal processes</li> </ul>
	<p><b>"We will maximise the use of technology and smarter ways of working to minimise the need to commute to our sites and offices"</b></p> <ul style="list-style-type: none"> <li>• We will empower our supply chain partners to deliver safely, without hands-on client supervision</li> <li>• We will operate park and ride hubs for our large sites to reduce staff commuting and traffic volumes/parking within communities</li> </ul>
Public and Neighbour	<p><b>"We will protect the safety of other road users, as we work within their communities"</b></p>

## Health and Safety

- We will develop a new, better standard for the design and use of delivery vehicles, tailored to the urban / rural risks associated with each site, and providing best in class worker access
- We will train all our professional drivers to drive safely through communities and understand the impact of their driving
- We will plan our logistics to avoid impacting peak times and those most at risk within the community

### **"Community safety champions will get to know our neighbours along the route, so that we can understand local risks and be flexible in mitigation"**

- We will listen to our neighbours' concerns, and provide timely and clear information
- We will understand at-risk groups and facilities, and provide local arrangements to safe guard their safety
- We will undertake safety projects to raise awareness within the community of construction and railway safety

### **"We will invest in the local communities within which HS2 works"**

- We will work with local health services to support them in providing care for those who may be affected by our works
- We will ensure that all legacy assets and access roads are returned to the same or a better condition than before the work
- We will invest in boundary solutions to protect against trespass, vandalism and unintended access

### **"We will plan our works to protect the health, safety and wellbeing of our lineside neighbours"**

- We will have a single approach to site access and security across all of our construction worksites
- We will create secure site boundaries to protect against construction materials impacting public areas, and prevent unauthorised access
- We will minimise our time on site by maximising the use of 'off-site' assembly methods

## Occupational Health and Wellbeing

### **"We will view health like safety"**

- We will raise the profile of health, and focus on harm prevention rather than mitigation as a principle

	<ul style="list-style-type: none"> <li>• We will minimise the impact on our future workforce by focusing on health by design now</li> <li>• We will develop a new, better standard for the provision of healthcare across our supply chain, leaving an industry legacy</li> </ul>
	<p><b>"We will support the resilience of our teams to enable them to cope with the ambiguity of a changing and evolving programme"</b></p> <ul style="list-style-type: none"> <li>• We will develop the resilience of individuals, so they can be accountable for their own health and wellbeing</li> <li>• We will measure our organisation's flexibility against the HSE Stress Management Standards</li> <li>• We will develop our line managers to have conversations about health with their teams, and recognise when people need help</li> </ul>
	<p><b>"We will look to eradicate wherever possible, and then minimise exposure to the top 5 causes of long term health disorders"</b></p> <ul style="list-style-type: none"> <li>• Our focus will be on causes of occupational disorders relating to cancers, respiratory disorders, skin reactions, vibration and noise</li> <li>• We will select materials and handling methods that will minimise workforce exposure both in construction and operation</li> </ul>
<p>Safe by Design</p>	<p><b>"We will design the infrastructure such that all routine, planned trackside maintenance can be carried out outside of operational hours"</b></p> <ul style="list-style-type: none"> <li>• We will maximise the use of self-diagnosing equipment to enable proactive maintenance before something fails</li> <li>• Wherever possible we will design our assets to 'fail safe', so that no human intervention is required during operational hours</li> </ul>
	<p><b>"Once the baseline is agreed, we will manage the impact of evolving design and specification changes, ensuring safety is always our first consideration"</b></p> <ul style="list-style-type: none"> <li>• We will ensure that any change can be delivered while maintaining safety integrity</li> </ul>

	<p><b>"Wherever possible we will design through a virtual environment to design out risk/error and reduce design-related site visits"</b></p> <ul style="list-style-type: none"> <li>• We will design with constructability in mind, and design for maintenance and replacement post-commissioning</li> <li>• We will evaluate and incorporate latest detection technologies in the design, to protect passengers and the public from incursions on the railway</li> <li>• We will integrate, test and commission the railway system, taking learning from HS1 and best international practice</li> </ul>
<p><b>Safe Supply Chain Management</b></p>	<p><b>"We will select our supply chain partners based on their ability to demonstrate shared values and good safety leadership"</b></p> <ul style="list-style-type: none"> <li>• We will assess the safety culture of our supply chain partners during selection/procurement and the contract lifecycle</li> <li>• We will establish a holistic way to assess the health and safety culture of our supply chain, including practical behavioural assessment tools</li> </ul>
	<p><b>"We will be a SMART client that will enable intelligent suppliers to deliver safely"</b></p> <ul style="list-style-type: none"> <li>• We will set achievable outcomes for health, safety and wellbeing and assure that our contractors are achieving these standards</li> <li>• We will develop stretching standards for our supply chain, taking learning from exemplar projects, and make sure these are clearly communicated</li> </ul>
	<p><b>"We will hold our supply chain to account for safe delivery"</b></p> <ul style="list-style-type: none"> <li>• We will apply the principles of fair culture to any safety breaches</li> </ul>
<p><b>Safe Operations</b></p>	<p><b>"We will design our railway and future train service so they can be operated safely"</b></p> <ul style="list-style-type: none"> <li>• We will design HS2 to deliver levels of passenger safety performance that is in line with best current international practice and meets or betters the performance of HS1</li> <li>• We will specify requirements for our future train fleet that explicitly maximise passenger safety</li> </ul>

	<ul style="list-style-type: none"> <li>• We will design the station and the platform interface to enable passengers to use it safely, and protect against suicides</li> </ul>
	<p><b>"We will always protect any line that a track-worker is required to access, 'on or near the line' during operational hours"</b></p> <ul style="list-style-type: none"> <li>• We will only rely on signal warning systems for maintenance works outside of operational hours</li> <li>• We will always provide a suitable method/distance of separation between a worker and any open line</li> </ul>
	<p><b>"We will provide a safe means to access all areas trackside, for the future operations and maintenance workforce"</b></p> <ul style="list-style-type: none"> <li>• We will install a safe walkway along the railway, and no-one will have to walk more than 5km to access any part of the railway</li> <li>• We will provide suitable facilities at access points, including sufficient secure, off road parking</li> </ul>
<p><b>SMART Assurance</b></p>	<p><b>"We will develop a learning culture, where people feel motivated to report, and where the business takes actions to embed learning"</b></p> <ul style="list-style-type: none"> <li>• We will share learning across the supply chain to drive best practice</li> <li>• We will learn from previous and external events, and apply learning to the design, build and operation of the HS2 railway</li> </ul> <p><b>"We will undertake risk based assurance, and look 'beyond the greens' to proactively identify potential issues"</b></p>