



TELECOMS

ESB Telecoms Safety Statement



THE FUTURE
CONNECTED



Document Review

Role	Name	Date
ESB Telecoms Safety Manager	Peter Gregg	30th January 2026

Document Approval

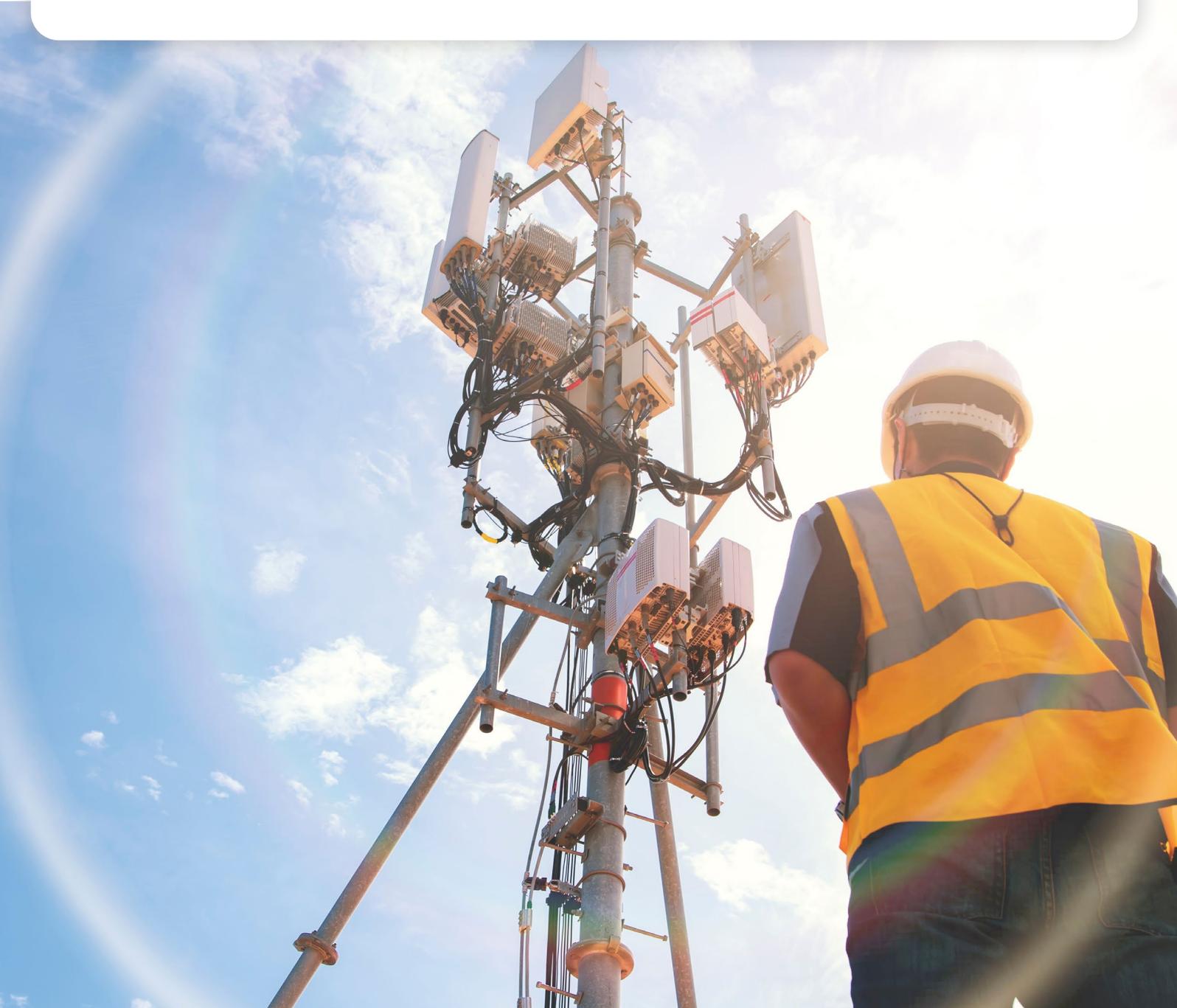
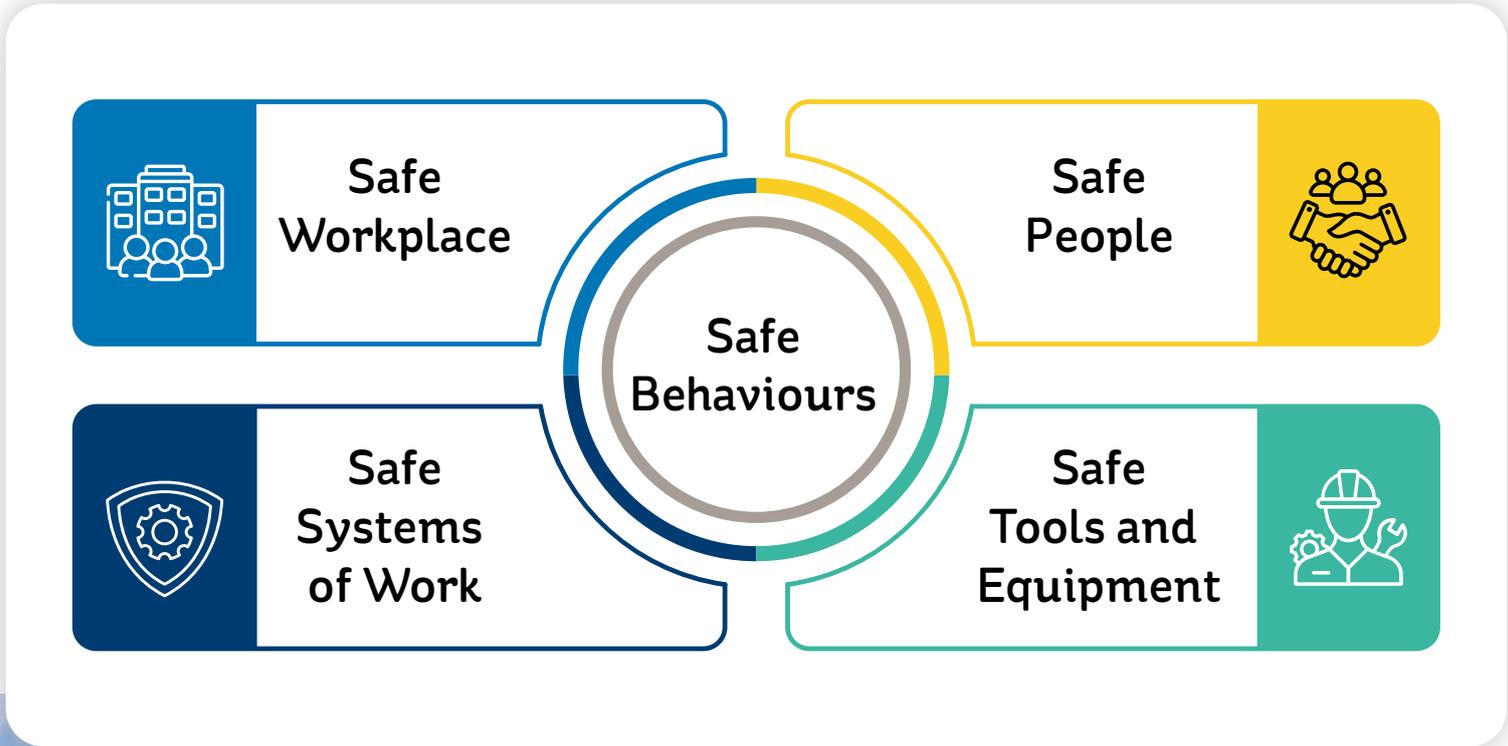
Role	Name	Date
Managing Director	John Regan	1st February 2026

Note

ESB Telecoms Safety Statement has been primarily developed to be used by ESB Telecoms staff. Links to a secure site which hold ESB Telecoms safety documents developed for ESB Telecoms staff are shown throughout the document. Non-ESB personnel will be unable to access these links.

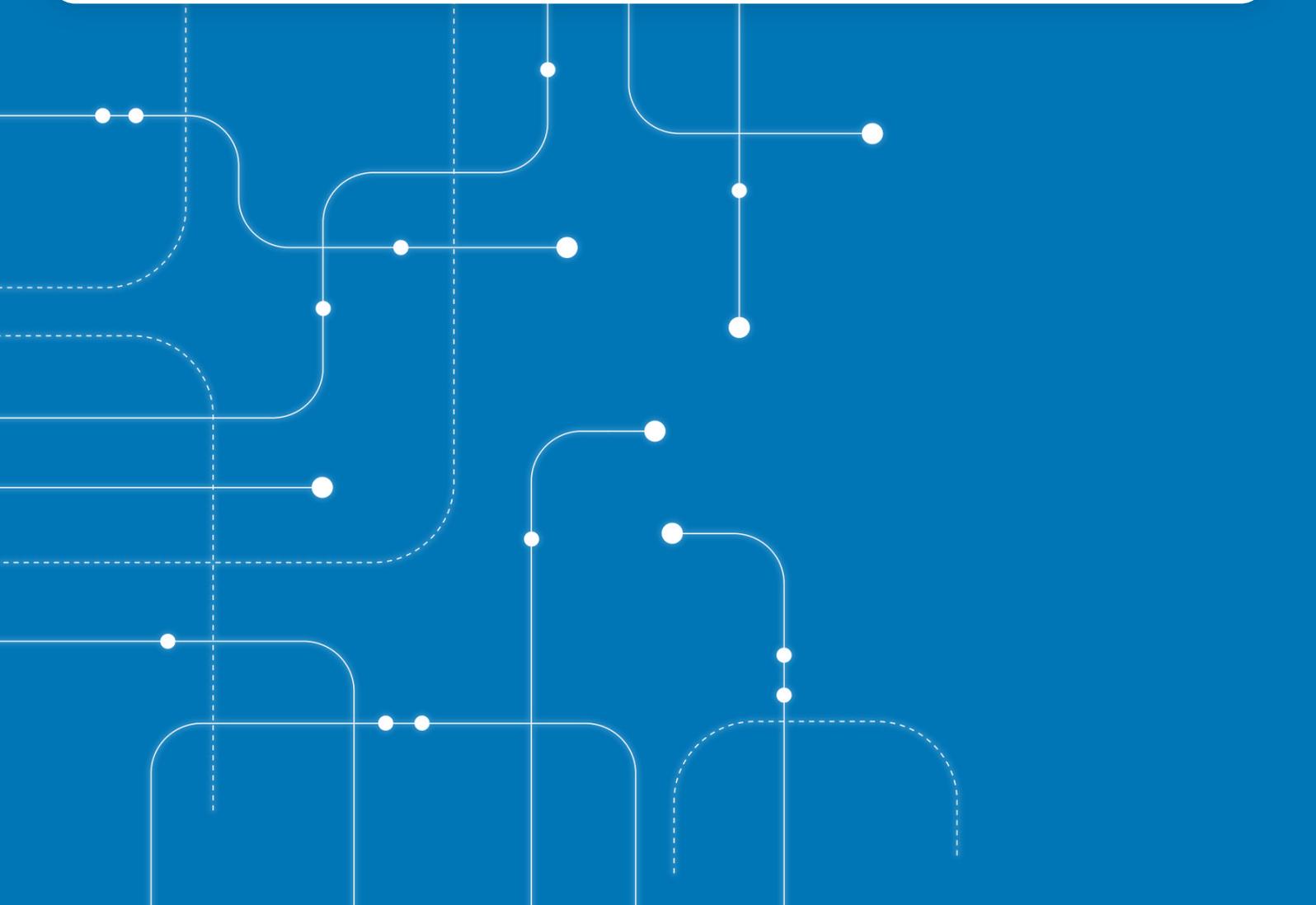
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1. This safety statement

Foreword

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- 

Foreword

Safety is at the heart of everything we do in ESB Telecoms. We are fully committed to protecting the safety, health and welfare of our employees, contractors, customers, members of the public and anyone who could be affected by our activities.

The ESB Board approves the ESB Policy on Health Safety and Wellbeing. Our Chief Executive issues and approves the ESB Group Safety Statement, which sets out our overall policy and general arrangements. Health, safety, and wellbeing responsibilities are further delegated to managers and team leaders throughout the organisation.

Together, the ESB Group Health Safety and Wellbeing Policy and the ESB Telecoms Safety Statement form the complete Safety Statement for ESB Telecoms.

With the full involvement of all our employees, ESB Telecoms aims to promote an open and positive culture in relation to safety, health, and welfare. We have a strong and visible leadership that strives to achieve an incident and accident-free workplace.

As agreed by the board, the Managing Director of ESB Telecoms has overall responsibility for Safety, Health, Wellbeing and Environment. The Managing Director is supported in this by managers within the ESB Telecoms business. However, each employee also has a responsibility to act immediately to prevent unsafe acts.

The purpose of this safety Statement is to help you understand:

- your role in relation to safety, and
- the role of ESB Telecoms in making sure safety arrangements are in place.

The safety statement:

- describes the overall safety policy for ESB Telecoms and arrangements for achieving it,
- outlines the main hazards and risks, and the controls to ensure safety, and identifies who is responsible for implementing controls.
- identifies who is responsible for implementing controls.

As an employee, you must cooperate with management, in particular by taking care of your own safety and ensuring the safety of others who may be affected by your actions or lack of actions.

You must also ensure the safety of:

- visitors and others who are on ESB Telecoms property or work sites,
- contractors who work for ESB Telecoms, and
- others (members of the public and emergency services personnel) who may be exposed to risk because of our business activities.

The safety statement will not be changed or edited without the Managing Director's direct instruction or approval. However, it may be supplemented or supported by policies, company standards, procedures, restrictions, guides, local safety plans and so on.

Your manager or supervisor will answer any questions about this safety statement.

ESB Telecoms is committed to complying with applicable safety legislation, in particular the Safety, Health and Welfare at Work Act 2005 and any regulations under it.



John Regan
Managing Director
ESB Telecoms
1st February 2026



1. This safety statement

When we at ESB Telecoms develop specifications, standards, policies, and procedures, we take account of best practice. This includes:

- Health and Safety Authority codes of practice and guidance,
- National, European, and international standards, and
- Industry standards and guidelines.

1.1 What is its scope?

This safety statement applies to all business lines in ESB Telecoms. The safety statement is part of our [ESB Central SMS Manual](#)

1.2 What legislation and regulations apply?

All work shall comply with relevant legal and regulatory safety, health, and welfare requirements, including but not limited to the following:

- [Safety, Health and Welfare at Work Act 2005. \(No. 10 of 2005\)](#)
- [Safety, Health and Welfare at Work \(General Application\) Regulations 2007 \(S.I. No. 299 of 2007\) and Amendments](#)
- [Safety, Health and Welfare at Work \(Construction\) Regulations 2013 \(S.I. No. 291 of 2013\) and Amendments](#)

1.3 What other documents shall I comply with?

ESB Telecoms expects all of its employees to follow the instructions in these ESB Telecoms documents focusing on critical safety requirements:

- [Electrical Safety Rules](#)
- Codes of Practice

- Policies, Company Standards and Procedures
- Restrictions, Guides and Alerts
- [ESB Corporate Policies and Standards](#)

1.4 How has this safety statement been reviewed and updated?

This safety statement has been reviewed and updated in consultation with:

- management,
- safety specialists,
- safety committees, and
- employees.

The Safety Manager is responsible for revising and updating this safety statement. This happens every year, or more often if:

- there is a significant change and the safety statement is no longer valid.
- a Health and Safety Authority (HSA) inspector says that the safety statement must be changed.

1.5 Who will tell me about changes to the safety statement?

Your supervisor or line manager or the safety personnel in your area will give you information about the safety statement and any changes to it as they are made.

You will also receive relevant safety information through:

- safety inductions,
- training,
- safety briefings and alerts,
- audits and audit findings, and
- safety groups, committees, and review groups as appropriate.

1.6 Where can I get a copy of this safety statement?

- As an employee, you can get a copy of the safety statement by accessing the [ESB Telecoms SharePoint site - Safety Statement](#)
- requesting it from your supervisor or line manager or from any safety person, or
- requesting a copy from your contact person if you are a contractor.

1.7 What is the ESB Central SMS?

This is a certified ISO 45001 framework that helps ESB Telecoms manage and reduce the health and safety risks associated with our business.

Further information can be found in the [ESB Central SMS SharePoint site](#).

ESB Central Safety Management System is certified to ISO 45001:2018. The National Standards Authority of Ireland (NSAI) certify that ESB Telecoms complies with the new standard. Full details are available on the [ESB Central SharePoint site](#).

The words followed by numbers in brackets in the diagram below are the main heading sections of ISO standard (ISO 45001).

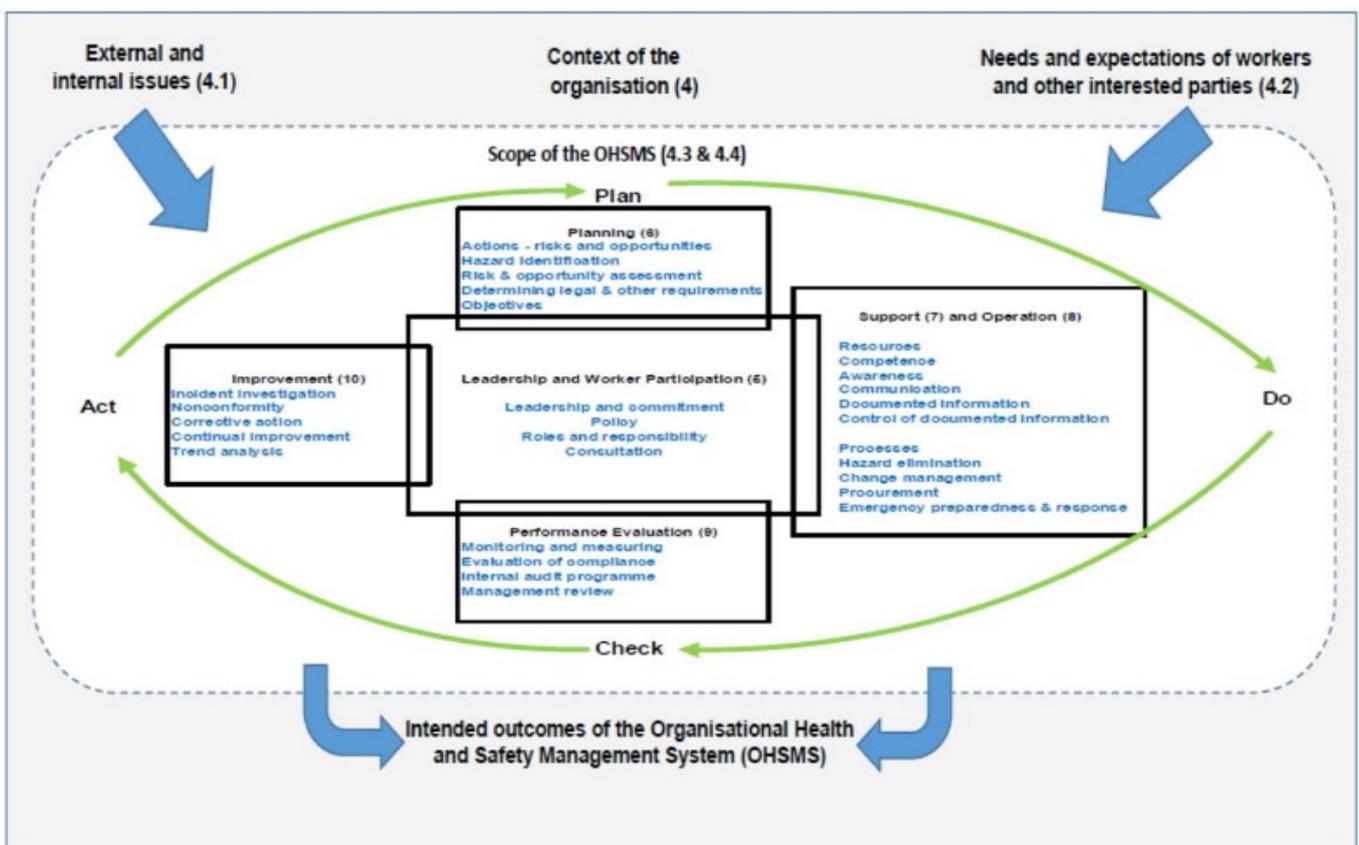
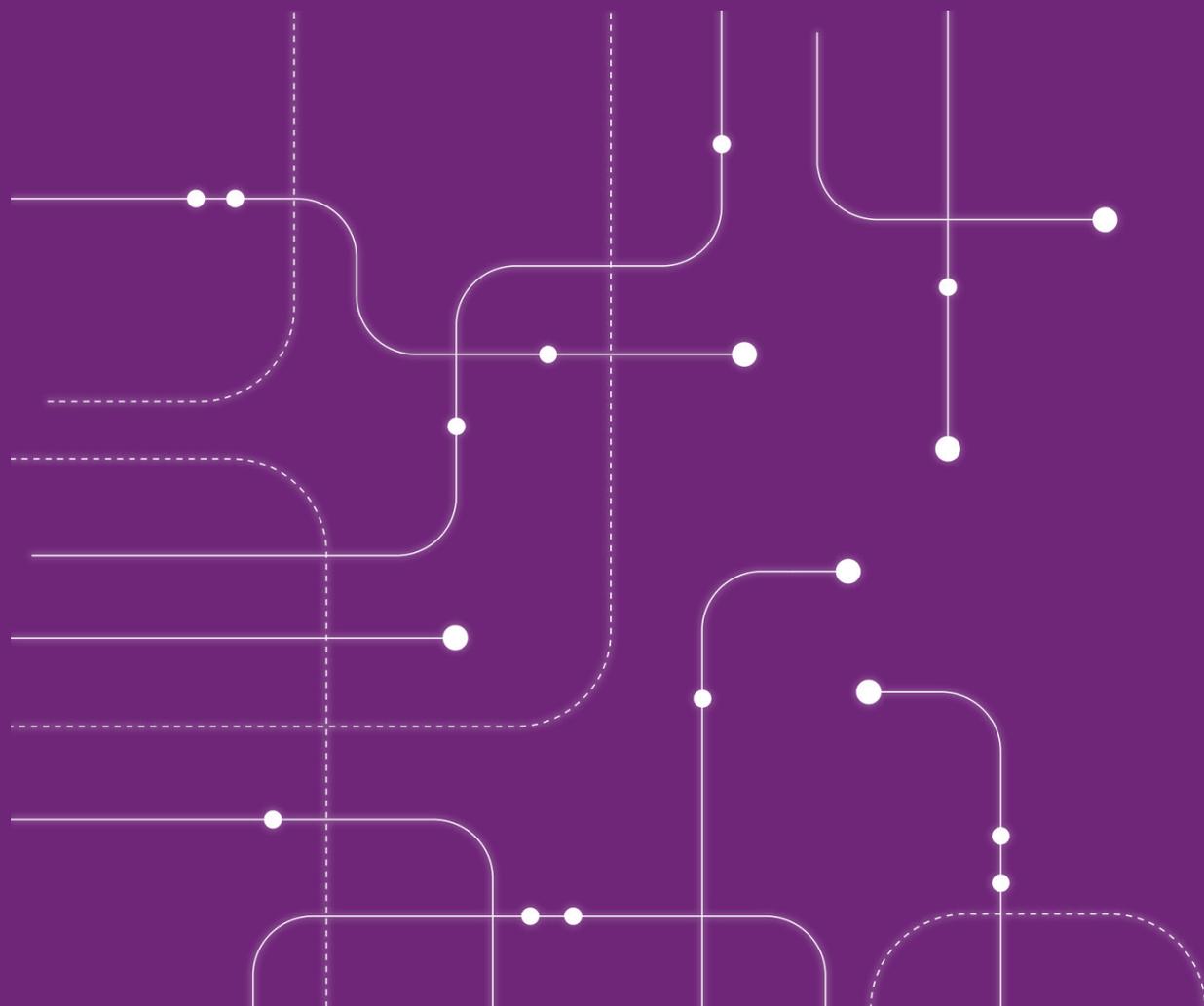


Figure 1: Diagram of the Occupational Health and Safety Management System and how it links to the ISO 45001:2018 standard

2. Policy

2.1 Occupational Health and Safety Policy Statement



2. Policy

2.1 Occupational Health and Safety Policy Statement

Management and employees within ESB Telecoms are committed to ensuring their own health and safety and that of others.

ESB Telecoms is committed to:

- achieving an incident and accident-free workplace,
- implementing a culture within the organisation where we highlight positive safety behaviour, delineate boundaries for unsafe behaviour and guide staff in reacting to safe and unsafe behaviour,
- protecting the safety, health and welfare of employees, contractors, visitors, and the public,
- complying with health and safety law and codes of practice,
- promoting a culture where we take responsibility for our own health, safety, and wellbeing and that of those around us,
- continually improving and implementing the highest health and safety management standards, and
- consulting with and involving workers, in improving the safety of the workplace.

Our commitment to health and safety can be seen through our:

- delivery of exceptional health, safety, and wellbeing programmes to all, by applying consistent high standards,
- implementation and embedding of, and compliance with safety policies, procedures, guides, and other key documents,
- processes for identifying and reporting hazards and performing risk assessments,
- integration of job site safety planning into our core work,

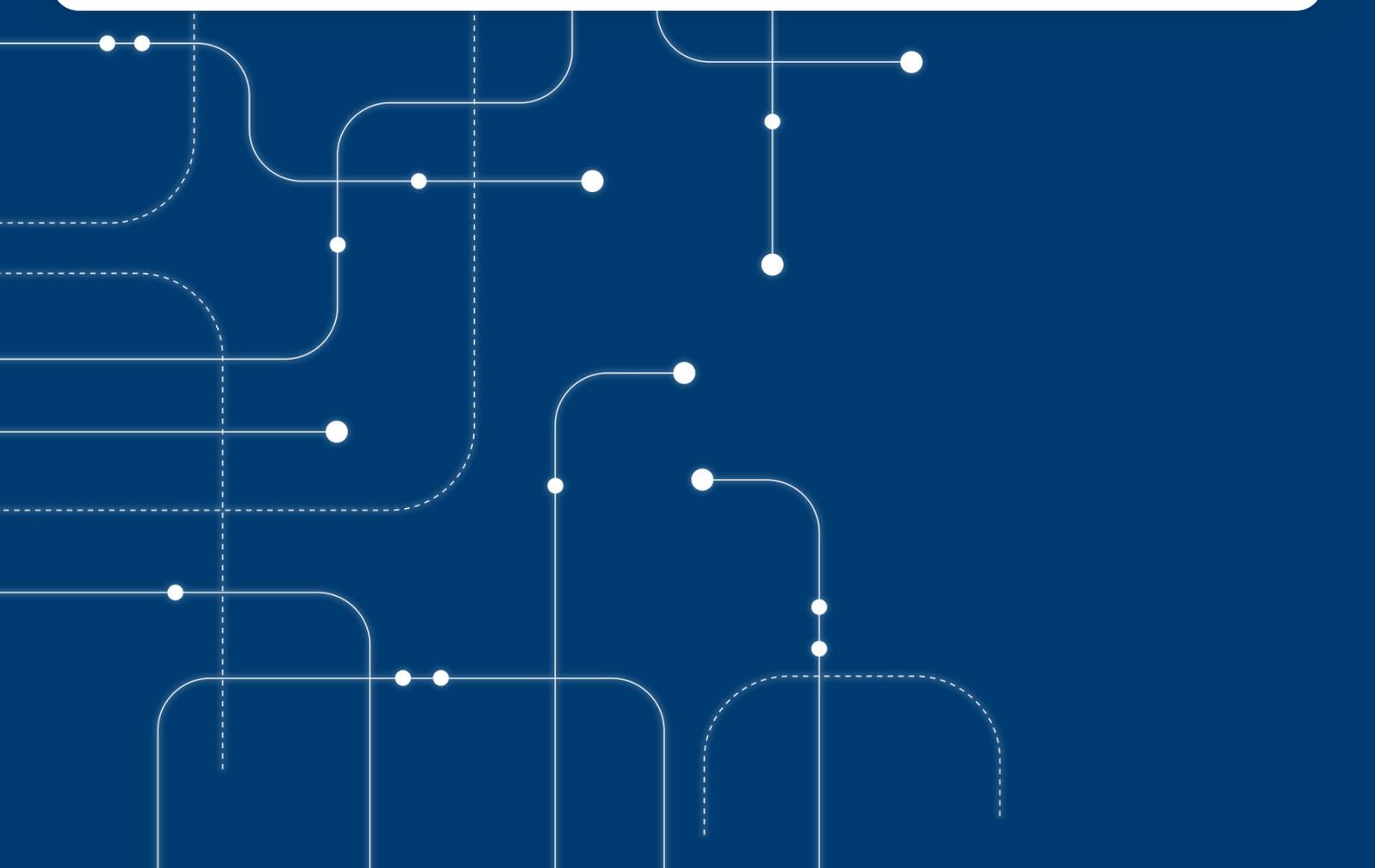
- programmes for safety assurance audits, and competence and compliance audits,
- health and safety training and communications programme for all employees,
- requirement for full accountability for, and promotion of excellence in, health and safety performance,
- empowerment of employees to exercise the final judgement on health and safety issues and prevent others from performing unsafe acts, as demonstrated through our Safe and Sound culture transformation programme,
- management of contractor safety,
- setting, implementing, and reviewing of health and safety objectives, and

This policy declaration is communicated to employees, contractors and displayed in key locations in ESB Telecoms.



John Regan
Managing Director
ESB Telecoms
1st February 2026

3. Planning

- 3.1 What is health and safety planning?
 - 3.2 How does ESB Telecoms manage health and safety?
 - 3.3 What is a hazard?
 - 3.4 What types of hazards exist in ESB Telecoms?
 - 3.5 What is risk?
 - 3.6 What is a risk assessment?
 - 3.7 What are control measures?
 - 3.8 What types of risk assessments are used in ESB Telecoms?
 - 3.9 What risk assessment methodology does ESB Telecoms use?
- 

3. Planning

3.1 What is health and safety planning?

The ESB Group identifies four values in which safety plays an integral role.



ESB Telecoms is working towards establishing enduring safety commitments.

Achieving our vision – Our guiding principles

In ESB, everyone has a role to play in safety. Safety is for everyone – always.

We uphold the utmost standards in all work practices to guarantee the safety of employees, contractors, and individuals affected by our activities.

We commit to an open and inclusive workplace where people feel valued and trusted, and where their personal health and wellbeing is prioritized and supported.

In ESB, everyone chooses to take responsibility for their own safety and the safety of others.

We believe all injuries are preventable, and unsafe behaviours are unacceptable. We are serious about safety because people matter.

Our core objective is Zero Lost Time Incidents for our staff, contractors, and customers.

We comply with all relevant legal and regulatory requirements, and we continuously seek to improve our safety performance.

We adopt a systematic approach to health and safety management in all our business areas, as outlined in this safety statement. We expect compliance with all applicable safety, health, and environmental legislation and ESB Telecoms safety procedures.



3.2 How does ESB Telecoms manage health and safety?

To manage health and safety in the workplace, ESB Telecoms:

- provides written procedures,
- identifies the hazards,
- assesses the risks and opportunities presented by those hazards, and
- issues contractor Permit to Works
- puts control measures in place to remove or minimize the risks.

3.3 What is a hazard?

A hazard is anything that has the potential to cause harm.

3.4 What types of hazards exist in ESB Telecoms?

The main general hazards in ESB Telecoms include:

- Electricity
- Driving
- Working at height

Other hazards include those related to:

- construction activities
- manual handling

Plant and Equipment

- mobile plant and equipment
- excavations
- portable tools and equipment

Other hazards

- remote and lone working
- asbestos
- working in or near water
- chemical hazards
- hot works
- fire

Refer to [Risk Register](#) to identify other hazards

Locationspecific hazards

Hazards that apply to specific locations are identified through site specific risk assessments.

You can find a list of these hazards and controls in [Risk Register](#)

Construction site hazards

Particular risks on construction projects are identified at the design and construction stages of each project. These risks are included in project health and safety plans. In addition, the Job Site Safety Plan (JSSP) is a critical part of the ESB Telecoms safety management system. All employees and contractors shall complete this and sign on at all sites. See Section 5.9 for more details.

3.5 What is risk?

Risk is a measure of the likelihood and severity of the harm that could occur because of a hazard.

3.6 What is a risk assessment?

A risk assessment involves studying every hazard identified in the workplace. We do this to identify:

- the likelihood that the hazard poses a risk of an adverse event (such as damage or injury),
- the severity or potential consequences of each risk, and
- the action that should be taken to remove or minimize the risk (control measures).

[Annex D contains risk assessments of some common hazards in ESB Telecoms.](#)

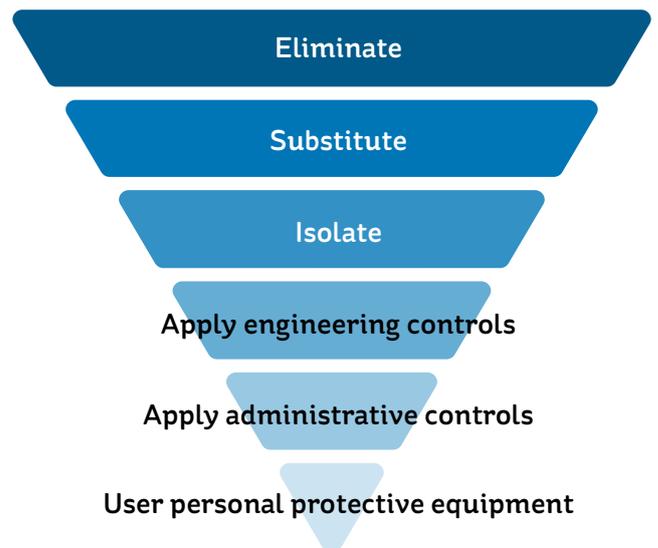
You can find further information on risk assessment in the [ESB Central Hazard Identification and Risk Assessment Procedure](#)

3.7 What are control measures?

Control measures are actions to:

- remove the hazards,
- reduce exposure to the hazards, or
- remove or reduce the risks associated with the hazards.

Control measures are selected based on the Safety, Health, and Welfare at Work Act 2005 Principles of Prevention (listed in Annex A).



ESB Telecoms applies a hierarchy of controls to reduce the risk to as low as reasonably practicable.

ESB Telecoms strives for continual improvement in risk management.

This is achieved by continually checking and reviewing processes, procedures, and systems of work at all levels.

3.8 What types of risk assessments are used in ESB Telecoms?

There are several types of risk assessments used in ESB Telecoms as follows:

- safety statement risk assessments,
- risk assessments method statement (RAMS),
- site design risk assessments,
- risk assessments supporting a safety document such as standards, procedures, and restrictions.

Safety Statement Risk Assessments

Scope: Hazards arising from common tasks and activities which are based on the ESB Group Standards

Responsibility: The Safety team

Where to find them: Annex D of this Safety Statement

Other information: [ESB Group Standards, Policies and Safety Statement.](#)

Site Specific Risk Assessments

Scope: Hazards in a particular location

Responsibility: The Safety team, using the [ESB Telecoms Risk Assessment](#)

Where to find them: www.esbextra.ie/TSEApplication

3.9 What risk assessment methodology does ESB Telecoms use?

The methodology (approach) we use to assess risks in this safety statement is outlined below:

- Identify any hazards connected with an activity or task.
- Identify the risks associated with each hazard (who could be harmed and how).
- Record the control measures needed to minimize or remove those risks.
- With the specified control measures in place, calculate the most likely severity, illness or injury and the likelihood of this happening. Use the following tables (called a 5 x 5 risk matrix) to assign values.

Ideally, risks should be minimized to an assessment level of less than 4.

Risks that are assessed to have a score of 8 or more should have additional control

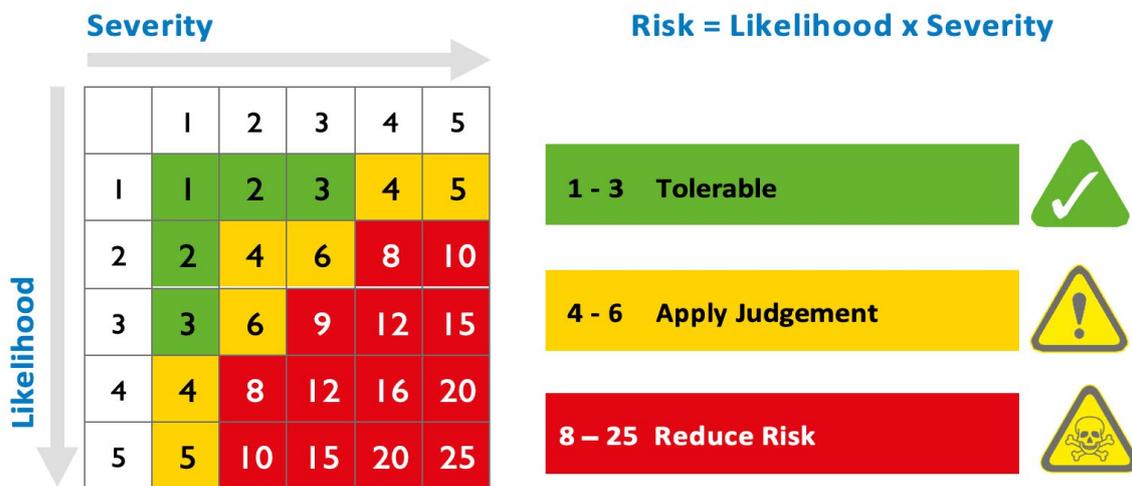
Risk = Severity x Likelihood

Severity Score	Description	Safety	Health	Organisational Change
1	Minor injury	Minor injury not requiring first aid treatment	Minor illness, no treatment	No Safety and Business Risk exposure – no transition extension or additional support required
2	Lost time injury.	Minor injury, first aid treatment required. Could result in one lost day	Minor illness with first aid treatment.	Minimal Safety and Business Risk – transition period and support extended by a week
3	Longterm absence.	Lost time of more than one day. No breach of regulations.	Illness or injury requiring professional medical treatment.	Safety and Business Risk exposure -requiring additional support measures and management for a 1-3-month period
4	Major permanent incapacity.	Major injury, long-term incapacity or incapability, loss of limb. Breach of legislation.	Acute illness, long-term incapacity, or incapability. Breach of legislation.	Increased Safety and Business Risk exposure
5	Fatality.	Death or major long-term incapacity. Severe breach of legislation.	Chronic illness, death, or major longterm incapacity. Severe breach of legislation.	Serious Safety and Business Risk exposure- Serious Gap analysis in terms of skills / knowledge. Formalized and additional support required from SMT/ SM to ensure safe transition to new role.

Likelihood	Expressions used to describe the Likelihood	
1 Almost Impossible	Expected to occur once within 100 years	The event may occur only in exceptional circumstances
2 Very Unlikely	Expected to occur once within 10 years	Very unlikely to occur
3 Unlikely	Expected to occur once within a year	Reasonable chance of occurring
4 Likely	Expected to occur once within a month	More likely to occur than not
5 Almost Certain	Expected to occur daily	The event will occur in most circumstances

measures applied and be reassessed until the calculated risk is less than 8. See Annex D for risk ratings.

Risks are mitigated by selecting controls based on the principles of prevention Annex A.



What role do employees and contractors play before any work starts?

Employees and contractors shall complete a Job Site Safety Plan (JSSP) or equivalent to identify any sitespecific hazards and put appropriate control measures in place.

All employees who conduct work on site are trained in using the JSSP and shall complete it before starting any work. Implementing the JSSP is mandatory. You can read more about JSSP's in Section 5.9.

4. Safety responsibilities of ESB Telecoms Employees

Responsibilities of all employees

4.1 Responsibilities of all employees within ESB Telecoms

Specific responsibilities

4.2 Managing Director (MD)

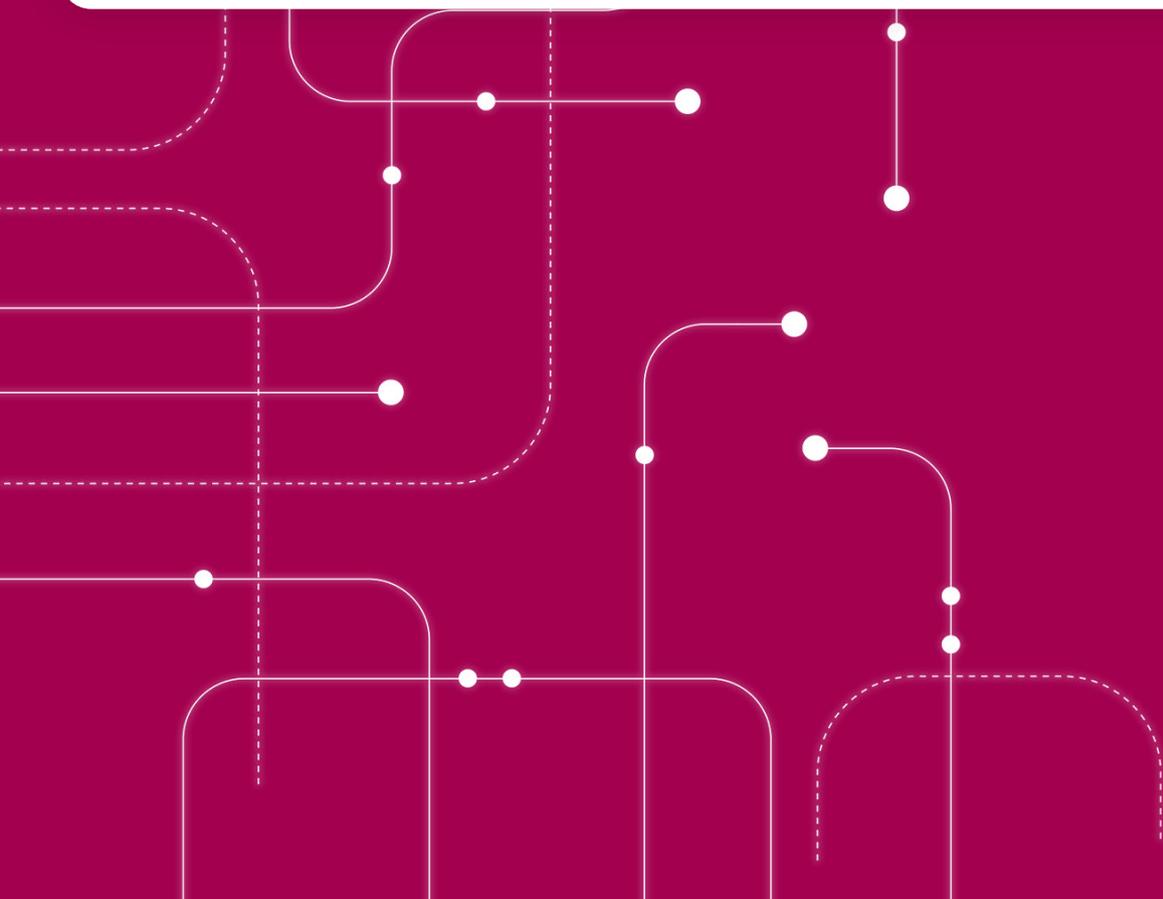
4.3 Senior Management Team (SMT)

4.4 The ESB Telecoms Safety Team

4.5 Supervisors and Front-Line Managers

4.6 Project Supervisor Design Stage Functions

4.7 Safety Representatives



4. Safety responsibilities of ESB Telecoms Employees

Responsibilities of all employees

ESB Telecoms are committed to providing enough resources to protect the safety, health, and welfare of all our employees while at work. ESB Telecoms provide full safety and technical training and audit assessments. For certain work activities ESB Telecoms formally approve trainees, employees, and contractors. Contact details of staff can be found on the Payroll and Human Resource (SAP Success Factors).

This section lists the specific safety responsibilities that apply within ESB Central [Organisational Roles Responsibilities and Authorities](#)

4.1 Responsibilities of all employees within ESB Telecoms

Reasonable care: All ESB Telecoms employees shall take reasonable care to protect their own safety, health, and welfare and that of others who may be affected by the work that they do.

Cooperate with each other: Employees shall challenge and engage with each other to make sure that ESB Telecoms operate and work safely.

Use good practice: Everyone shall reinforce good working practice and end unsafe work methods. Assigned work shall be conducted according to ESB Telecoms:

- policies,
- procedures, and
- Risk Assessment Method Statements (RAMS).

Only do a task if you are trained for it. Inform managers about any situation where you:

- do not have training, or
- are unable to do a task that you are asked to complete.

Safety Management System: All employees shall help to put in place this system as described in:

- ESB Networks Electrical Safety Rules
- ESB Company Standards
- ESB Telecoms Procedures
- HSA Code of Practices
- Job Site Safety Plan (JSSP).

Construction stage: Where necessary, accept the role of PSDS (Project Supervisor Design Stage) contact person.

Legislation: Everyone shall cooperate with management to make sure ESB Telecoms comply with safety legislation.

Safety Extranet: Understand how to use Safety Extranet and follow the procedures and company standards required for your work.

Behave well: There should be no improper behaviour like bullying or horseplay.

Drugs and alcohol: No one should use or be under the influence of drugs or alcohol while at work.

Training and briefings: Everyone should take part fully and attend:

- assigned training and assessments, and
- team safety briefings.

PPE: To ensure health and safety while at work, use only approved:

- personal protective equipment (PPE),
- work wear clothing, and
- approved safety equipment

Accidents: Report without delay to your line manager any:

- accidents,
- incidents,
- near misses, and
- good catches.

You should also help to complete a full written report or statement as part of any followup investigation.

Watch out for others: Be especially careful to help keep workers safe who are:

- young,
- inexperienced, and
- vulnerable.

Contribute: Everyone should contribute to local:

- safety improvement plans,
- safe and sound programmes, and
- safety committees.

Conduct audits: Conduct highquality audits as scheduled.

Specific responsibilities

4.2 Managing Director (MD)

Effective systems: Ensure there are effective systems in place for managing safety, health, and wellbeing with the use of resources. Make sure that an adequate and upto-date safety statement and risk assessment programme are in place.

Personnel: Appoint necessary personnel to the Safety team. Make sure they have the skills for the job. This is necessary to ensure ESB Telecoms comply with ESB policies and procedures.

Monitoring: Monitor the health and safety performance of the Senior Management Team (SMT), Front-Line Manager and Supervisors and employees.

Make sure there is an adequate programme in place to monitor how well audit targets and programmes are working.

Managing resources: ESB Telecoms need to meet the requirements of its occupation health and safety management system (ISO 45001).

The Managing Director should make sure that there are adequate resources in place to do this. This includes:

- competent personnel, and
- time.

Manage health risk: Make sure that safety and health risk management issues are properly addressed throughout the business lines.

4.3 Senior Management Team (SMT)

The Senior Management Team (SMT) is made up of the Managing Director ESB Telecoms and the heads of each of the ESB Telecoms Business Departments.

Structure of ESB Telecoms: The SMT shall make sure that the management and organisational structure is suitable to properly address:

- safety,
- health, and
- wellbeing.

Senior Managers are responsible for the overall strategic direction and performance of ESB Telecoms. Senior Managers provide leadership in developing, adapting, and promoting implementation of functional or business strategy to achieve key business objectives in their area of responsibility.

Make sure that management teams and employees actively promote safety, health, and wellbeing.

The SMT with the assistance of available resources to them shall:

- make sure ESB Group values are being put in place, and
- set SMART (Specific, Measurable, Achievable, Realistic, Timebound) safety objectives, targets and programmes to direct reports and review them continuously.

Resources: Make sure that there are adequate resources, including staff, which have the necessary skills and experience. Managers shall contribute towards succession and future resource planning.

Communicate: Communicate with frontline managers and supervisors about how to work safely to reach ESB Telecoms' ultimate goal of an incident and accident-free workplace. Safety indicators: Monitor the achievement of safety KPIs (key performance indicators).

Policies and procedures: Make sure that there are up-to-date safety policies and procedures in place.

Take action promptly: When anyone identifies non-conformances with ESB Telecoms Occupational Health and Safety Management System, Senior Managers shall make sure actions are taken immediately to remedy the situation.

Performance review: Incorporate health and safety objectives in the performance review system.

Risk assessment: When organisational changes take place, make sure that the risk is assessed by putting in place the relevant control measures.

Conduct audits: Conduct high-quality audits as scheduled.

Comply with legislation including, but not limited to, the following:

- Safety Health and Welfare at Work Act 2005,
- Safety Health and Welfare at Work (Construction) Regulations 2013, and
- Safety Health and Welfare at Work (General Application) Regulations 2007 and amendments.

Communication: Make sure that the mechanisms for communicating and consulting with employees on information, particularly safety information, work effectively for employees and the ESB Central safety committee.

Emergencies: Make sure that adequate emergency plans are in place.

Show results: Be able to show all parts of the Organisation that you are committed to safety.

4.4 The ESB Telecoms Safety Team

Make ESB Telecoms safe: The Safety team shall establish safety as a core value across ESB Telecoms and make sure it's safe. They shall do this by promoting, implementing, and monitoring the ESB Telecoms Safety Strategy.

Take responsibility for safety: Lead and contribute to the effective planning and supervision of the safety strategy actions. Take responsibility for the implementation of all initiatives and activities that contribute to an improved safety culture across ESB Telecoms. Provide direct assurance that initiatives have been completed.

Safety Planning: Put in place a safety plan that deals with any changes in ESB Telecoms. Make sure ESB Telecoms safety rules and procedures are put in place.

Construction Regulations: Ensure that staff acting in the role of Client Representative on behalf of ESB Telecoms shall comply with the Client duties as set out in Construction Regulations. Ensure that staff acting in the role of PSDP Representative on behalf of ESB Telecoms shall comply with the PSDP duties as set out in Construction Regulations.

Local Safety: Make sure that the ESB Telecoms safety plan is developed, reviewed, and put in place.

Safe systems: Safety team shall make sure that safe systems of work are in place for relevant work tasks and ensure that contractor safe management systems are in place and fit for work.

Risk Assessments: Safety team shall make sure that risk assessments are in place for ESB Telecoms sites, for relevant work tasks and ensure that contractor risk assessments are in place and fit for work.

Permit to Works: Safety team shall make sure that contractor work requests are reviewed and approved ensuring highest level of safety.

Investigations: Make sure that timely accident, incident, and nearmiss investigations are conducted in line with investigation procedures. Make sure that recommendations are shared and acted on promptly.

Conduct audits: Conduct highquality audits as scheduled.

4.5 Supervisors and Front-Line Managers

Make sure your teams effectively put in place the Occupational Health and Safety Management System.

Procedures followed for accidents: Make sure your teams always follow the accident, incident, and nearmiss notification procedure. Perform and communicate investigations and any followup actions promptly.

Briefings: Make sure that safety briefings or discussions are delivered every month and attendance is recorded.

Make sure that any safety issues raised by employees are recorded on Synergi Life. Follow up these issues promptly.

Ensure staff competence: Make sure that ESB Telecoms employees are competent to do the work they are instructed to conduct. This means they shall have:

- uptodate approvals,
- training,
- knowledge, and
- experience.

Performance indicators: Monitor safety key performance indicators (KPIs) and safety objectives.

Defects or shortcomings: Report any defects or shortcomings in the Occupational Health and Safety Management System to the direct line manager immediately.

Fit for purpose: Make sure plant and equipment:

- is fit for purpose,
- is safe to use, and
- has been inspected in line with legislative requirement.

Positive culture: Develop a positive health and safety culture in their teams.

Conduct audits: Conduct highquality audits as scheduled.

4.6 Project Supervisor Design Stage

Design stage: PSDP is normally one of the Front-Line Manager/SMT and where necessary, accept in writing the role of PSDP and appoint a PSDP contact person.

PSDP contact person:

PSDS (Project Supervisor Design Stage) contact person and comply with:

- construction regulations, and
- ESB Telecoms safety rules and procedures.
- Ensure that a safety file is developed for the project.

Functions

4.7 Safety Representative

Make representations: Safety

Representatives may make representations to management on safety, health, and welfare in the workplace.

Inspection and investigation: Safety

Representatives may inspect the place of work if there is an:

- accident,
- incident,
- situation of imminent danger, and
- risk to health and safety.

Investigate accidents and incidents if they do not block or interfere with anyone performing their legal duty.

When you are going to inspect the place of work, you should first give ESB Telecoms reasonable notice.

Safety representatives should agree with ESB Telecoms in advance about details of inspections taking place including:

- when,
- where, and
- how often.

If Safety Representatives are going to investigate employee complaints, they should first give ESB Telecoms reasonable notice. With permission from the HSA inspector, they may accompany the inspector while they investigate an accident or incident. If an employee asks a Safety Representative to go with them to an interview with a HSA inspector, they should do so.

Make representations to HSA inspectors:

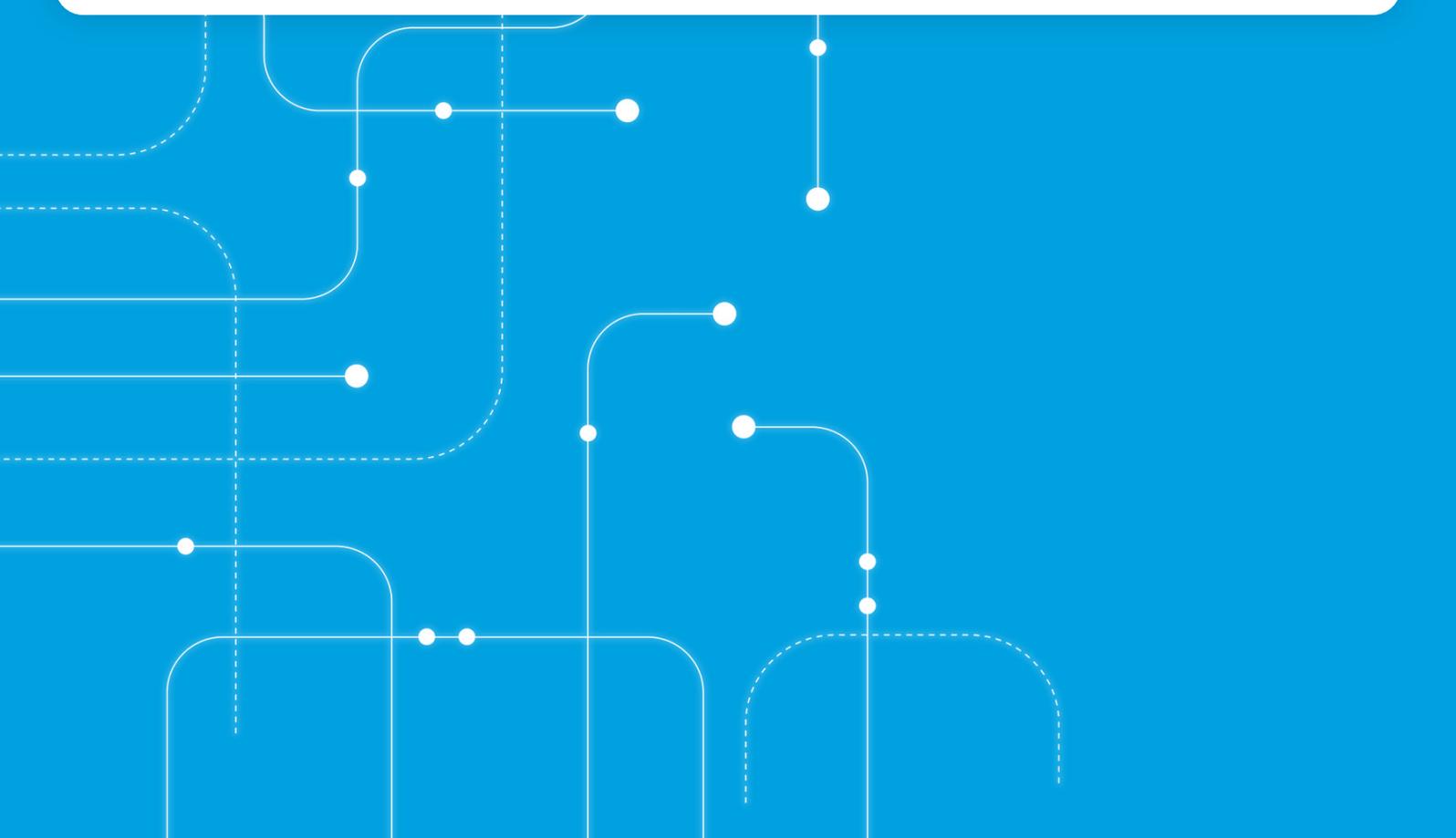
Safety Representatives may make oral or written representations to HSA inspectors on issues at work including:

- health,
- safety, and
- welfare.

Get advice and information from HSA inspectors on health, safety, and welfare at work issues. Consult with other safety representatives in ESB Telecoms.

for other information [Safety representatives – Health and safety Authority](#)

5. ESB Telecoms safety support framework

- 5.1 Road safety
 - 5.2 ESB Central SMS
 - 5.3 Training
 - 5.4 Safety approvals
 - 5.5 Construction work
 - 5.6 Duties under construction regulations
 - 5.7 Safe Pass
 - 5.8 Site induction
 - 5.9 Job Site Safety Plans (JSSP)
 - 5.10 Communication and consultation
- 

5. ESB Telecoms safety support framework

5.1 Road safety

Our goal is for everyone in ESB to be role models for safe and responsible road use. The roads are a shared space and it is important to respect all road users especially the vulnerable.

ESB Road Safety Bureau supports the business to manage risk by providing clear, concise, and timely information and resources including:

- [ESB Road Safety Strategy](#), Company Standards and Procedures.
- Campaigns, reports, and communications.
- Risk based programmes such as “Campaign to Reduce Speed,” Young Driver.
- Development of road safety courses such as “driver intervention” and “post collision”
- Business Line Road Safety Key Performance Indicator Reports, and
- Internal and external stakeholder engagement.

Information and documents are available on the [ESB Road Safety Bureau](#) intranet.

5.2 ESB Central SMS

ESB Telecoms is committed to ensuring the utilisation of documents contained within the SMS SharePoint site. More information can be found in [SMS - Home](#)

5.3 Training

ESB Telecoms provides safety training for all employees. This includes safety induction, basic first aid, manual handling, and specific skills or technical knowledge training.

ESB Telecoms is committed to ensuring that all our employees are trained to a level of

competence that allows them to conduct their work competently and safely.

Training is provided by approved, externally contracted, qualified training specialists. Refresher training is conducted as needed to maintain skills or as required by legislation and ESB telecoms approvals.

5.4 Safety Approvals

Some work activities require a specific ‘technical competency approval’ in addition to training. All approvals must be issued according to the ESB Telecoms Approvals Procedure.

[Approvals](#) - Any approval to be added, renewed or reinstated is recommended by the individual’s immediate line manager. Once the recommendation is verified for compliance with the approval’s procedure, the submitted recommendation is authorised by the Managing Director.

5.5 Construction work

Construction work that occurs within ESB Telecoms is divided into various categories:

- Tower build
- Tower maintenance
- Fibre Wrap
- Fibre Maintenance
- Operator Development/Maintenance

Further information is available in [Infrastructure Management.pdf](#)

5.6 Duties under construction regulations

ESB Telecoms has developed construction compliance procedures which outline the roles of the [Client](#), [PSDP](#), [PSCS](#) and [Designers](#) for construction projects.

In line with the procedures:

- if ESB Telecoms is the client, the Senior Manager responsible for the work takes on

the role of client representative.

- if ESB Telecoms is the PSDP, the frontline manager responsible for the work takes on the role of PSDP and contact person (the frontline manager may nominate a team member to fulfil this role).

These people have the necessary training, knowledge, and experience to conduct these roles. Where required, ESB Telecoms may contract the services of specialists or other competent people if such expertise is not available within the organisation.

5.7 Safe Pass

All staff and contractors conducting construction work on ESB Telecoms project shall have completed a safety awareness training programme and hold a valid Safe Pass or Construction Skills Register (CSR) card.

5.8 Site induction

All employees and contractors working on ESB Telecom sites must be ESB Telecoms inducted. If employees or contractors are attending a substation, they must comply with the ESB Networks HV substation induction procedure.

5.9 Job Site Safety Plans (JSSP)

ESB Telecoms operates a Job Site Safety Plan.

Developing the JSSP enables employees to come to a shared decision about the hazards and required control measures that must be put in place before starting work.

The JSSP shall meet the following requirements:

JSSP done and signed before each job starts

- A Job Site Safety Plan shall be completed before each job starts – either in hard copy or on an electronic device.
- The JSSP shall be completed with all crew members present.
- All crew members shall take part and initial or sign the JSSP. All employees are trained in this JSSP process.
- Work shall only start on the instruction of the person taking charge once they are satisfied that the JSSP is completed with all members of the work team.

JSSP use and review

- The JSSP is used with the site workplace safety folder.
- The JSSP can be used for similar work on the same day, or for different locations for a number of days in the same week. However, it must be reviewed each day and when circumstances change.
- The JSSP shall be reviewed after breaks with all crew members.

JSSP and visitors' briefing and signature

- Visitors shall be briefed on and added to the JSSP, and must print their name, sign, and date the JSSP and give the purpose of their visit.

JSSP storage and viewing

- The JSSP shall be kept and made available for inspection in the event of an accident or serious incident.

5.10 Communication and consultation



ESB Telecoms recognises that a successful safety culture can only be achieved when management and employees cooperate with each other.

ESB Telecoms is committed to:

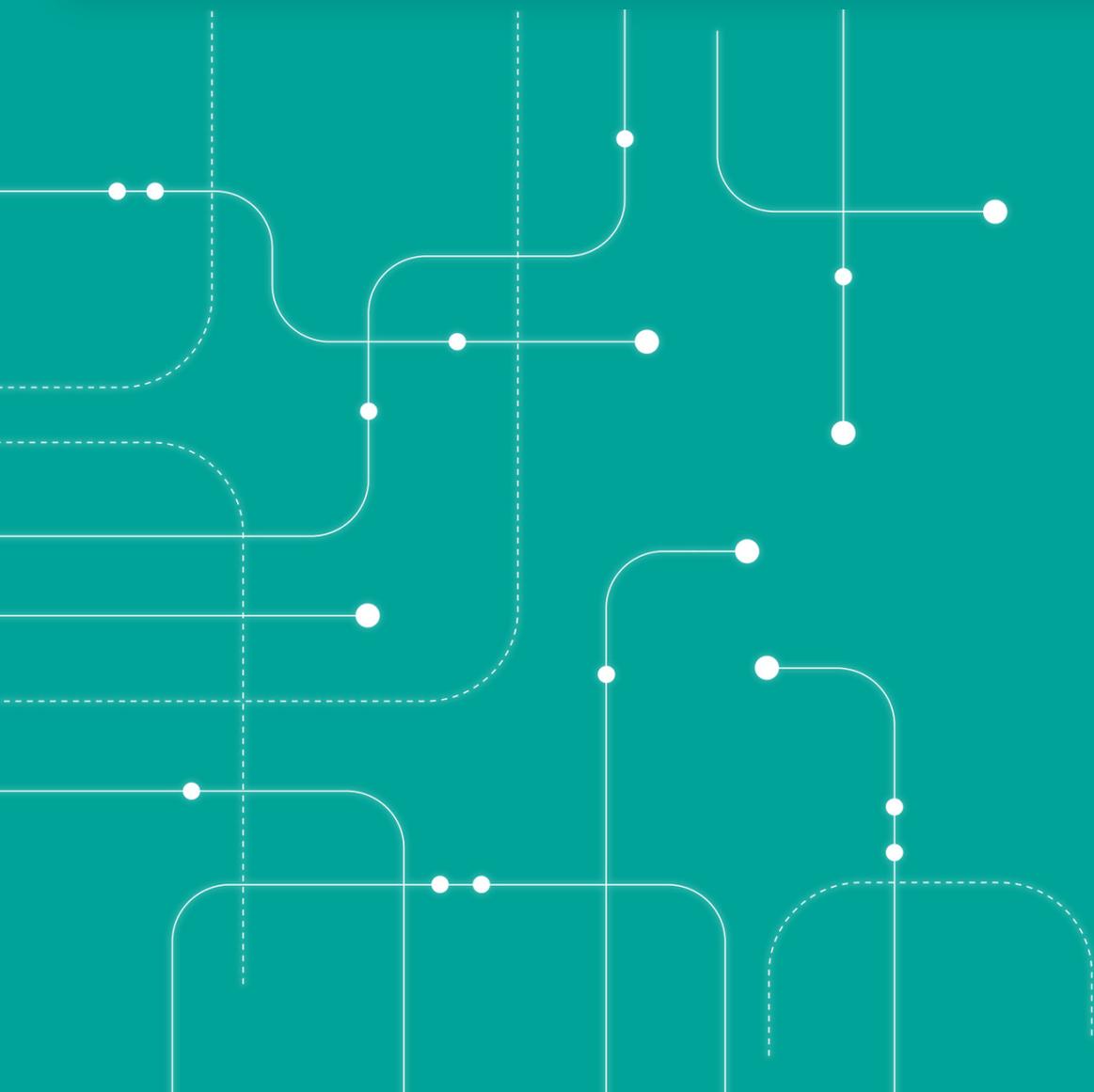
- enabling employees to select their safety representatives,
- taking account of employee and safety representative communications on matters of safety,
- consulting and liaising with employees, safety representatives and safety champions on:
- planning and introducing new technology, hazard identification and risk assessment.
- preparing procedures, company standards, safety statements, etc.
- ongoing safety training
- implementing the safe and sound cultural transformation programme

- designating emergency response employees (first aid attendants, fire marshals and firefighting teams), and
- promoting an open environment where information is shared to improve the safety health and welfare of all.
- providing appropriate training and facilities to safety representatives to enable them to perform their duties,
- promoting safety committees to help with consultation and communication.

The ESB Central Safety committee is supported strongly by management, and is encouraged to bring forward any safety, health and welfare matters for discussion.

6. Continual improvement and emergency management

- 6.1 Measuring performance
- 6.2 Safety audits and inspections
- 6.3 Portable tools and equipment
- 6.4 Reporting
- 6.5 Emergency procedures
- 6.6 Pandemic Response Plan



6. Continual improvement and emergency management

6.1 Measuring performance

ESB Telecoms continually measures and monitors its health and safety performance. Every year, the SMT sets key performance indicators (KPIs) for safety. These are monitored by the safety team. The KPI information is compiled for analysis on Synergi Life and the ESB Telecoms Safety Plan.

6.2 Safety audits and inspections

A policy and programme are in place for managers, supervisors and employees to conduct regular safety audits. Audits are recorded electronically in Synergi Life. ESB Telecoms utilize a specialised contractor to supplement our own audits.

6.3 Portable tools and equipment

ESB Telecoms maintain, calibrate, and do regular inspections of tools and equipment in line with legal requirements and manufacturer recommendations. Refer to the [Control of Electrical Ignition Sources in ESB Premises](#)

6.4 Reporting

- With regard to safety reporting procedures, the following must be observed:
- All accidents, incidents and dangerous occurrences must be classified, notified
- and recorded on the Synergi Life system.
- Employees and contractors must report all near misses and dangerous occurrences without delay.

- All lost time injuries (LTI) must be logged in Synergi Life. The Managing Director, Chief Executive of ESB and Manager Safety Health and Wellbeing (SHW) shall be notified of these injuries (including the Synergi Life reference number) by email within 24 hours.
- All P1 (Potential) incidents must be logged in Synergi Life and notified to the Managing Director and Manager SHW (including Synergi Life reference number) by email within 24 hours.
- All reportable incidents to the Health and Safety Authority (HSA) will be submitted on the HSA website.

Corrective and preventive actions arising from Lost Time Injuries and P1 Incidents are reviewed and tracked as part of the monthly management meeting.

Reportable accidents and dangerous occurrences

The following types of workrelated incidents shall be reported by the frontline Manager to the safety team who reports the incident to the HSA:

- Reportable dangerous occurrences which are prescribed within the HSA guidance document for Reporting of Accidents and Dangerous Occurrence.
- Injuries to employees, including road traffic or vehicle accidents during work, where the injured person cannot perform normal work for more than three consecutive days, not including the day of the accident.
- General injuries to members of the public that relate to ESB Telecoms work activity and require the person to be removed from the site to receive medical treatment.

All incidents resulting in injury, however minor, must be recorded in the Synergi Life system. More serious incidents that result in losttime injury or significant loss must be reported and formally investigated.

6.5 Emergency procedures

The SMT shall have access to emergency procedures and will be responsible for any MyLocken app escalation.

All employees and contractors using the ESB Telecoms MyLocken app will activate an emergency escalation in the event of the user not responding to a Lone Worker period, activating the Emergency Escalation button or not responding to a Late Exit notification. The employee's direct supervisor will receive the emergency escalation email and SMS, the contractors nominated Safety person will receive these alerts. The ESB Telecoms manager will also be cc'd in any escalation alert.

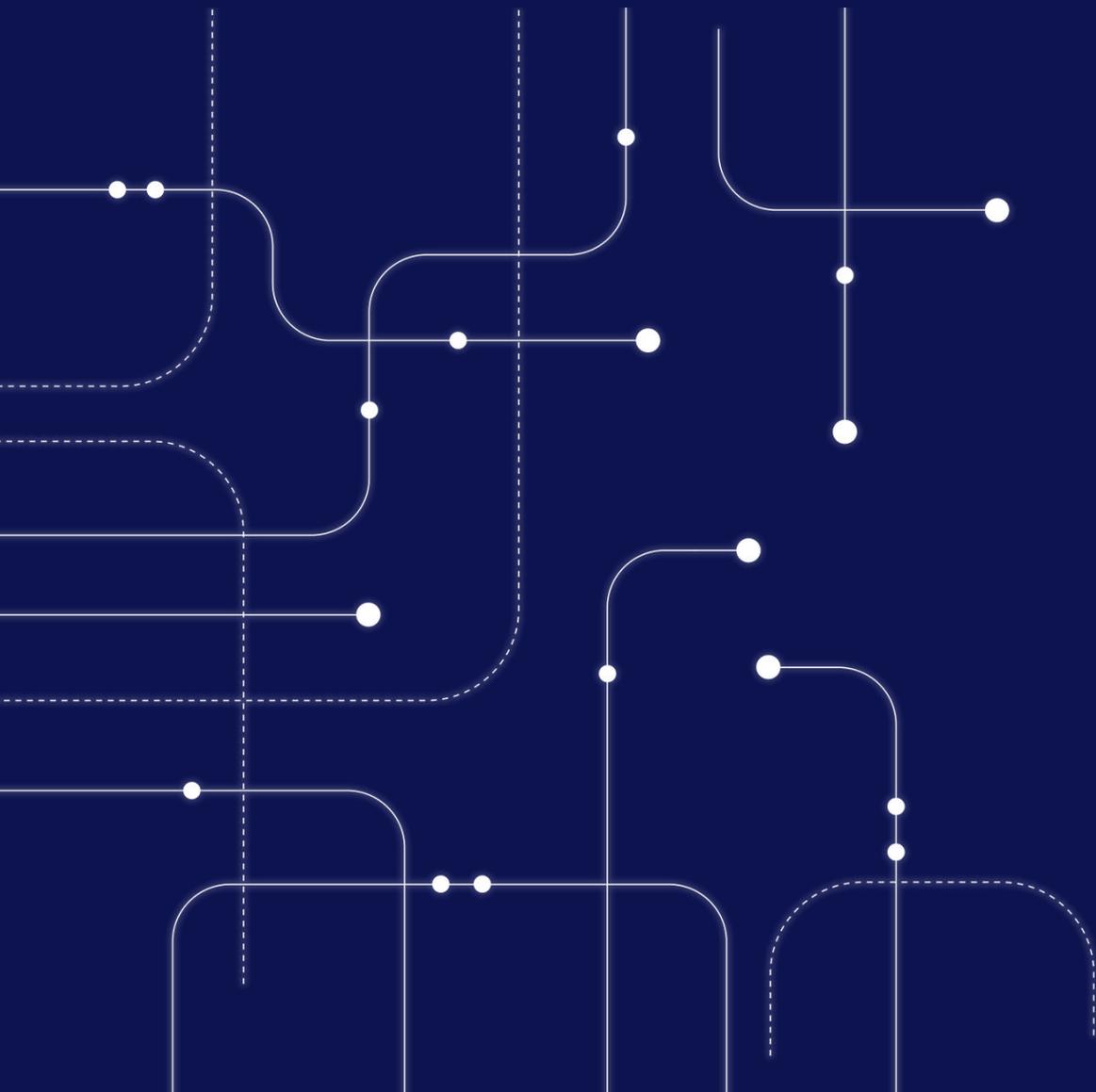
More information can be found using the 'How To' videos on the [ESB Telecoms website](#)

Documents within the ESB Central SMS support this process, and are available in [Emergency](#).

6.6 Pandemic Response Plan

ESB Telecoms is committed to taking all reasonably practicable measures to ensure business continuity during a global pandemic, while ensuring the safety of both its staff and those working on behalf of ESB Telecoms.

7. Management review



7. Management review

A safety management reviews the ESB Telecoms business every year.

This review includes:

- results of internal audits and evaluations of compliance with legal and other requirements to which ESB Telecoms management subscribes;
- results of participation and consultation.
- relevant communication(s) from external interested parties, including complaints.
- organisational health and safety (OH&S) performance of ESB Telecoms.
- extent to which safety objectives have been met.
- status of incident investigations, corrective actions, and preventive actions.
- followup actions from previous management reviews.
- changing circumstances, including developments in legal and other requirements related to OH&S.
- recommendations for improvement; and
- evaluation of training needs and effectiveness.

The outputs from management reviews must be consistent with the commitment of ESB Telecoms to ongoing improvement.

8. Employee Welfare

- 8.1 Return to work guidelines
- 8.2 Employee Assistance Programme (EAP)
- 8.3 First aid
- 8.4 Stress in the workplace
- 8.5 Respect and dignity in the workplace
- 8.6 Protection for pregnant, postnatal, and breastfeeding employees
- 8.7 Equal opportunities and diversity
- 8.8 Disability in the workplace
- 8.9 Lone working
- 8.10 Smart Working
- 8.11 Third party violence
- 8.12 Personal protective equipment
- 8.13 Chemical safety
- 8.14 Biological safety

8. Employee welfare

ESB Telecoms is committed to the health and wellbeing of all employees. Health and Wellbeing programmes available include:

- [Health and Wellbeing Calendar and Monthly Bulletin](#)
- [Health & Wellbeing Champions](#)
- [Stress Management Programme](#)
- 24/7 Confidential Counselling Support (1800 303 712)
- [Mental Health First Aid](#)

Further details and information are outlined in the ESB Group Standard and the dedicated [Health and Wellbeing](#) hub.

8.1 Return to work guidelines

ESB Telecoms is committed to supporting all employees who experience absence from work, and will do everything it can to facilitate a safe return to work. More information can be found on our dedicated [Occupational Health Services hub](#).

8.2 Employee Assistance Programme (EAP)

ESB Employee Assistance Programme provides confidential support to employees. It helps our employees deal with any personal challenges that may arise and impact on their working and personal life, giving them the reassurance they need during a tough time.

The programme operates through a network of local EAP officers, who are available to offer support on a wide range of issues.

Examples of issues where support is provided include health challenges, workrelated difficulties, financial pressures, relationship issues, bereavements, and addictive conditions.

[Contact details for your local EAP Officer are available here](#) or from your line manager.

8.3 First aid

Trained first aiders are available in major reporting locations during normal working hours. Additional first aiders are provided at other locations where it is deemed appropriate. Designated people are responsible for ensuring that the first aid equipment is maintained in its location.

Basic first aids are made available to all persons who may attend work sites. Employees are given basic training in first aid. Training is updated at regular intervals and recorded.

8.4 Stress in the workplace

ESB Telecoms treats stress in the workplace in the same way as any other workplace hazard. Management will act to prevent risks that are reasonably foreseeable. EAP officers and Occupational Health Services support management and employees in relation to stress in the workplace. The dedicated [Health and Wellbeing website](#) contains full information.

8.5 Respect and dignity in the workplace

ESB is committed to fostering and maintaining a positive work environment where people can be themselves, thrive and feel connected to our purpose. At all times, we treat each other with respect and dignity. As well as being responsible for our own behaviour, we always take an inclusive and openminded attitude with colleagues, customers, and suppliers, treating everyone with courtesy and respect. The policy [Respect and Dignity for the Individual Policy](#) is available on the intranet.

8.6 Protection for pregnant, postnatal, and breastfeeding employees

ESB Telecoms is fully committed to accommodating and protecting employees who are pregnant, postnatal or breastfeeding. [Full details are set out in ESB Central available here.](#)

8.7 Equal opportunities and diversity

ESB is committed to a policy of fairness and equity in its employment practices. Full details are outlined in [Inclusion and Diversity at ESB](#), which is available on the intranet.

8.8 Disability in the workplace

ESB is committed to a policy of equal opportunity in its employment practices. Details are set out in the [Disability and Access Homepage](#) available on the intranet.

8.9 Lone working

Lone working can occur in a wide range of situations, and employees who work by themselves – either on a regular, permanent, or occasional basis – can be at greater risk from accidents, incidents, or assault than other workers. Details are outlined in [Lone Working](#).

8.10 Smart Working

Smart Working is about delivering better business results by embracing new digital technology and new ways of working, while keeping all the best aspects of our company culture.

Smart Working, a peopleled approach, gives freedom within a flexible framework for teams to develop the best approach to Smart Working for themselves. While Smart Working may mean different things for different teams and people in different roles, we are actively seeking to enhance our people's experience

through Smarter Working practices, technology, and processes, while staying connected by a common purpose, principles, and guidelines.

Further information relating to smart working can be found on the [Smart Working Hub site](#).

8.11 Third party violence

The following standards and procedures tell you how to manage the threat of workrelated violence or abusive behaviour towards our employees from third parties:

- [ESB Group Standard Safety on Third Party Premises](#)

8.12 Personal protective equipment

ESB Telecoms sources and provides personal protective equipment (PPE) to all employees. Minimum PPE requirements of safety helmet (including fastened chinstrap), safety footwear and high visibility vest must be worn on all construction sites. Employees must wear approved PPE only.

All employees must comply with the following:

- Use PPE properly whenever it is needed.
- Report any defects in, or damage to, the PPE immediately to a supervisor.
- Take part in any training or instruction provided on PPE.
- Inform a frontline manager if you have any medical condition that might be affected by the use of the PPE provided, and
- Use specific PPE that includes protection from arcing electricity when conducting tasks where this hazard exists.

8.13 Chemical safety

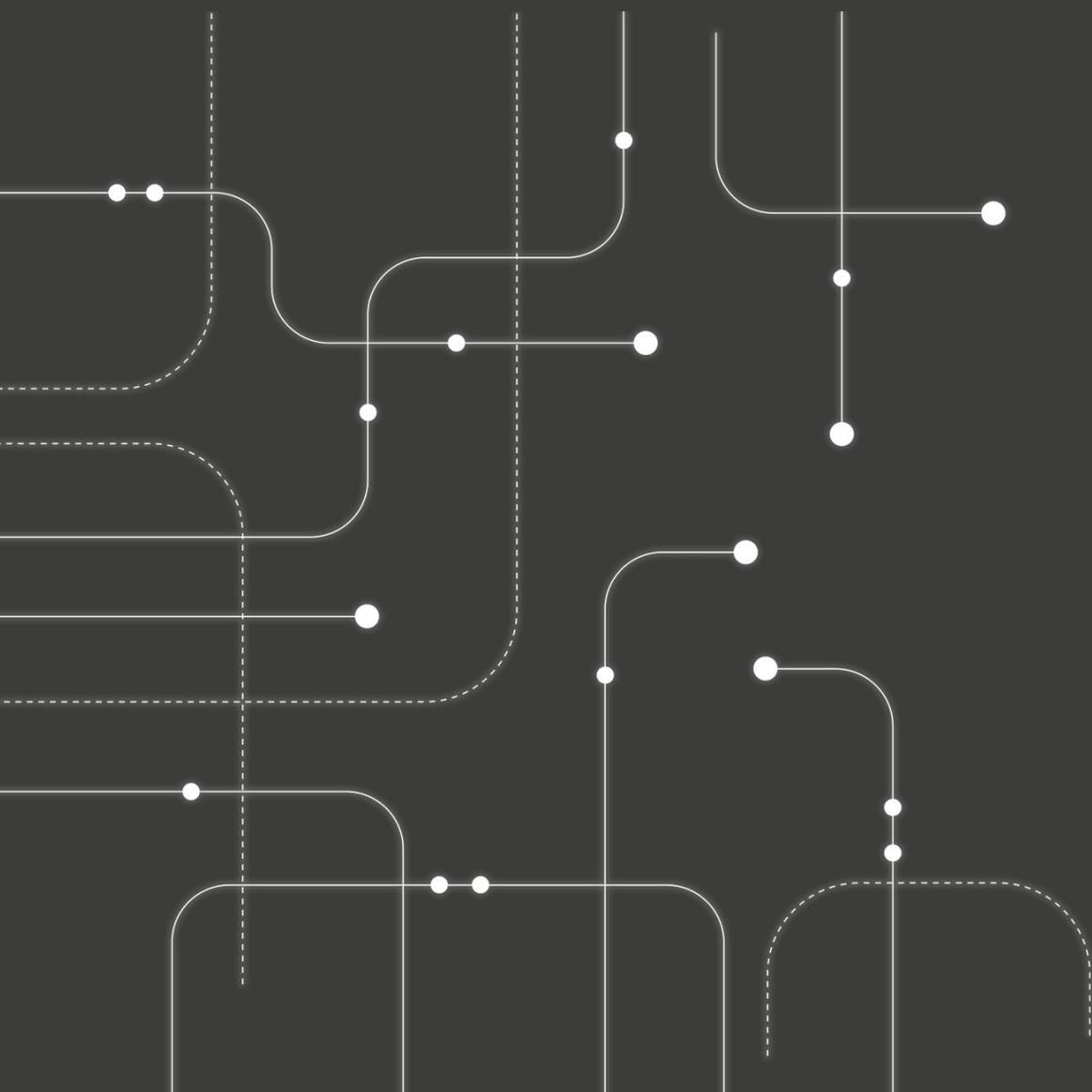
Chemical safety within ESB Telecoms is managed in accordance with the [ESB Group Standard – GS-HS-18 Chemical Hazards](#). Section 2 of this Standard sets out the responsibilities of management and individual employees when using chemicals during the course of ESB activities. The Standard states that only preapproved chemical agents shall be used within ESB.

8.14 Biological safety

Biological safety within ESB Telecoms is managed in accordance with [ESB Group Standard - GS-HS-21 Biological Hazards](#). ESB Telecoms also complies with the Biological Agents Regulations and Code of Practice 2020.

9. Public Safety

9.1 Construction and maintenance programmes



9. Public safety

ESB Telecoms has a responsibility to keep the public safe from harm due to our work or our assets. Coming into contact with plant and machinery is the biggest public safety hazard. This can happen when:

- people come close to machinery, or
- people inadvertently or deliberately interact with our assets.

9.1 Construction and maintenance programmes

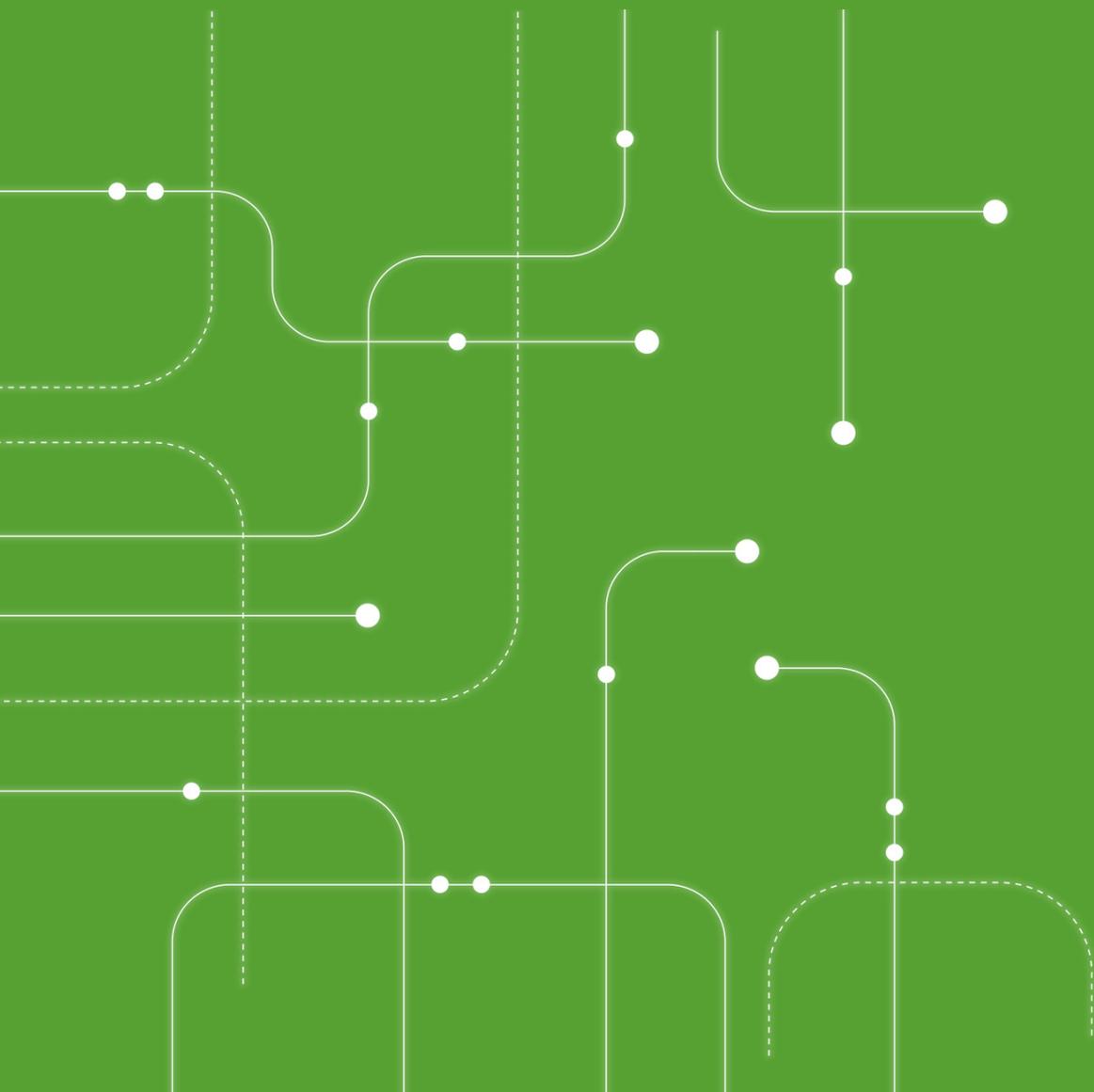
ESB Telecoms sites are designed, constructed, installed, maintained, protected, and operated to control risk to the public. Work programmes are in place to ensure that hazards and associated risks posed by ESB Telecoms assets are identified, assessed, and controlled.

10. Contractor Management and other interested parties

10.1 Contractor Management

10.2 Customer Contractors and other interested parties Work Approvals

10.3 Work Approvals



10. Contractor Management and other interested parties

10.1 Contractor Management

ESB Telecoms is committed to achieving a work environment where everyone goes home safe and well from work every day.

ESB Telecoms aims to ensure that contractors and their subcontractors of all tiers performing work / service activities for, on behalf of, or on ESB Telecoms sites do not pose a threat to their safety or the safety of our employees or any third parties.

The [Contractor Safety Guidelines](#) along with other relevant safety documentation are issued to Contractors at the tender stage and made available for all activities. Safety is a key component of the procurement process.

Contractors in ESB Telecoms are selected once they meet all the criteria set out in the tender documentation and have demonstrated their competence and experience. Contractors will be selected to the relevant framework where they can be used by ESB Telecoms and project delivery teams.

10.2 Customer Contractors and Other interested parties

The [Contractor Safety Guidelines](#) along with other relevant safety documentation also apply to Customer Contractors and Other parties, these are made available during safety induction and during work submission process.

10.3 Work Approvals

All contractors working on ESB Telecoms sites must submit a work request and receive a Permit to Work before any work can commence, [link to the Safety Extranet is here.](#)

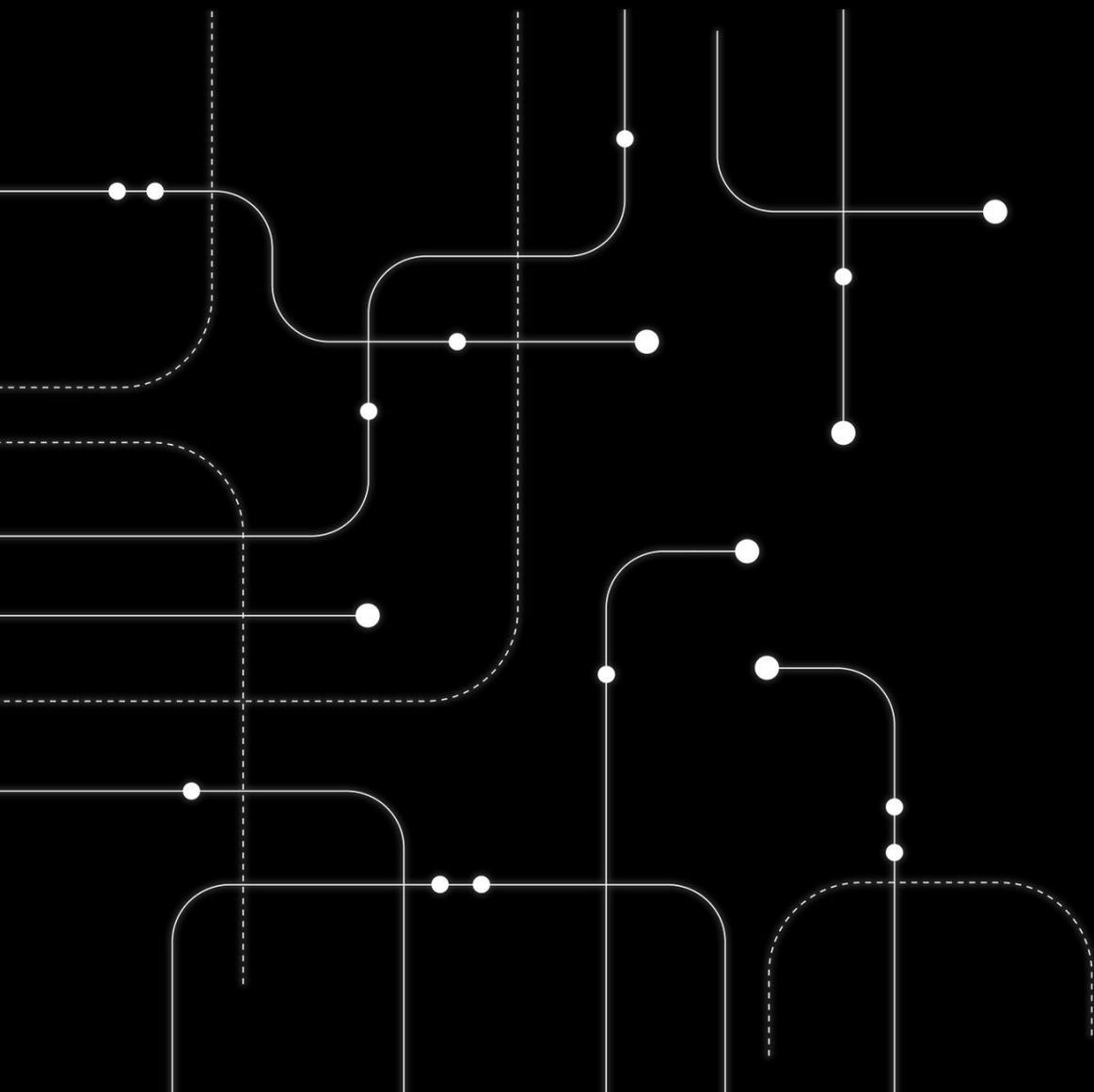
Annexes

Annex A. Principles of prevention

Annex B. ESB Telecoms organisational chart

Annex C. Glossary of terms and phrases

Annex D. Risk assessments



Annex A.

Principles of prevention

The **General Principles of Prevention** in Schedule 3 of the Safety, Health and Welfare at Work Act 2005 seek to eliminate or reduce risk as far as possible, and to an acceptable level, by applying the following hierarchy of controls:

1. Avoid risks.
2. Evaluate unavoidable risks.
3. Combat risks at source.
4. Adapt work to the individual, especially as regards the design of workplaces, the choice of work equipment and the choice of systems. Do this to alleviate monotonous work and work at a predetermined work rate, and to reduce the effect of this work on health.
5. Adapt the place of work to technical progress.
6. Replace dangerous articles, substances, or systems of work with safe or less dangerous articles, substances, or systems of work.
7. Give priority to collective protective measures over individual protective measures.
8. Develop an adequate prevention policy in relation to safety, health, and welfare at work, which takes account of:
 - Technology
 - Organisation of work
 - Working conditions
 - Social factors
 - The influence of factors related to the working environment.
9. Give appropriate training and instructions to employees.

Annex B.

ESB Telecoms organisational chart

Link to Organisation below:

[ESB Telecoms Extended Org Chart](#)

Annex C.

Glossary of terms and phrases

Client

A person for whom a project is conducted. In the context of our works, ESB as represented by ESB Telecoms is usually the Client and not the customer.

Client representative

This will normally be a Senior Manager (SMT) where the work is for ESB Telecoms who has been nominated to perform duties on behalf of the Client.

Dangerous occurrence

An occurrence listed in Schedule 15 (S.I. No. 370/2016 – Safety, Health, and Welfare at Work (General Application) (Amendment) (No. 3) Regulations 2016.) which occurs at any place of work.

See link to the regulations <http://www.irishstatutebook.ie/eli/2016/si/370/made/en/print>

The term does not refer to the general unsafe occurrences which a person might regard to be dangerous.

Good catch

A good catch is when someone intervenes to address an unsafe situation or action that may result in injury. A good catch is also a situation where a worker identified a hazard and acted accordingly to ensure the work was completed safely, or a situation where a worker recognized a hazard and acted to ensure the hazard was eliminated or controlled to protect themselves and others.

Has

Health and Safety Authority.

Injury

Physical harm to a person or people due to an unplanned workrelated incident.

ISO 45001

An International Standard that specifies requirements for an occupational health and

safety (OH&S) management system, with guidance for its use, to enable an organisation to proactively improve its OH&S performance in preventing injury and illhealth

Senior Management Team (SMT)

The Senior Management Team consists of senior managers who report directly to the Managing Director of ESB Telecoms.

Lost time injury (LTI)

A workrelated injury to a member of staff or to a contractor that results in the person being unable to work for at least one day. The LTI does not include the day on which the injury occurred.

Minor injury

A workrelated injury which results in personal harm to a degree that does not result in lost time other than on the day of the incident for which first aid treatment alone was sufficient.

Near miss

A near miss incident is an unplanned event which may result in material damage to property or where material damage and/or personal injury was narrowly avoided. A near miss is classified as an incident that cannot be recorded as a Fatality, LTI, Dangerous Occurrence, Minor Injury, Operational Incident, Environmental Incident or Good Catch.

NSAI

National Standards Authority of Ireland.

Operation incident

Any unplanned and or undesired operation caused by any act or omission which affected the electricity network (excluding the automatic operation of protective systems). If no incident or operational incident occurred but could have happened, then it may be classified as a near miss or a good catch.

SAP Success Factors

Payroll and Human Resource System.

PPE

Personal protective equipment.

Project Supervisor Design Process (PSDP)

An individual or group appointed under the Construction Regulations and responsible for coordinating the design activity and the duties specified in the Regulations. Where work is for ESB Telecoms tower works then it is represented by ESB Telecoms.

Where the work is for Fibre activities then the contractor will represent the role.

Project Supervisor Design Process (PSDP) Contact Person

The competent person who has been nominated by ESB Telecoms to conduct these duties on behalf of the PSDP.

Project Supervisor Construction Stage (PSCS)

An individual or group appointed under the Construction Regulations to manage and coordinate health and safety matters during the construction stage. In all cases where work is for ESB Telecoms then the contractor assumes this role.

Project Supervisor Construction Stage (PSCS) Contact Person

The competent person who has been nominated by the PSCS to perform duties on behalf of the PSCS.

Public safety incident

In the context of ESB Telecoms, an incident caused by the actions / inactions of ESB Telecoms, its staff or contractors which caused, or had potential to cause, injury to a member of the public. Note: Third party incidents (incidents caused by third parties or members of the public) are classified as third-party incident.

Safety critical incident

An incident rated as a P1 (P = Potential) or S1 (S= Severity) that has, or could have, resulted in:

- permanent disability,
- loss of a limb(s),
- loss of an eye(s),
- second or third degree burns, or
- fatality.

An investigation into the root cause of a safety critical incident would likely produce valuable lessons that could help prevent future incidents and near misses.

Index list of risk assessments

Main Risks

- [Asbestos](#)
- [Chemical](#)
- [Construction Safety](#)
- [Driving for Work](#)
- [Electrical Safety](#)
- [Excavations](#)
- [Fire](#)
- [Hot Works](#)
- [Lone Working](#)
- [Manual Handling](#)
- [Mobile Plant](#)
- [Portable Tools and Equipment](#)
- [Work at Height](#)

- [Working near Water](#)

Other Risks

- [Biological Hazards](#)
- [Contractor Safety](#)
- [General Site Safety](#)
- [Interfacing with the Public](#)
- [Psychological Risk 1](#)
- [Psychological Risk 2](#)
- [Remote Working from Home](#)

Asbestos										
Risk Assessment Title:		Document Revision: 01								
Document Number: RA-03										
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating = L x S			Likelihood (L)	Severity (S)	Risk Rating = L x S
Working with or coming into contact with Asbestos	Asbestosis, Mesothelioma (a type of cancer), Breathing disorders	Employees, Contractors	4	5	20	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> Asbestos Containing Materials (ACM) shall not be used in any new application within ESB business. Removed ACM will not be reused or reinstalled and will be replaced with non-asbestos-containing alternatives. An Asbestos Management Plan and asbestos register will be prepared and maintained for each ESB location known to contain, or suspected of containing, asbestos. Competent persons will be appointed to be responsible for the management of ACM and, where applicable, to work with ACM. Employees, who may be likely to encounter asbestos in the course of their work, will be trained to recognize it and to follow appropriate procedures for dealing with suspected asbestos. Work activities involving ACM will be carried out in accordance with legislative requirements and ESB procedures. ESB will provide, on request, a medical screening program to all current or retired employees with concerns that they may have been exposed to asbestos while working in the employment of ESB. Employees shall: Promptly make known to their supervisor / line manager any instances where they know of or suspect the presence of ACM. Take part in all necessary training and follow the relevant procedures where they are assigned a role relating to the management of asbestos 	Employees, Contractors	1	5	5

Chemical Hazards

Risk Assessment Title:		Chemical Hazards						
Document Number:		Document Revision: 01						
RA-05								
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating = L x S	Likelihood (L)	Severity (S)	Risk Rating = L x S
Working with / exposed to chemicals	Fire, explosion, inhalation / ingestion causing injury, chemical burns.	Employees, Contractors	4	4	16	2	2	4

Control Measures

ESB Telecoms Management shall ensure the following:

- All activities under their control / supervision involving Chemical Agents shall be carried out in compliance with all applicable chemical safety legislation.
- Appropriate resources, competence training in the safe use and handling of Chemical Agents are available to assist in implementing this standard.
- Suitable and sufficient risk assessments for use of Chemical Agents considering the health and safety of employees, contractors, the environment and others, are put in place.
- Control measures, including engineering controls, PPE, health monitoring and so on, that are identified are implemented. Approved Chemical Agents are only used in accordance with the controls in the Risk Assessment for that Chemical Agent.
- Where ESB is involved in the transport of dangerous goods by road, the advice of a competent person shall be sought to devise appropriate procedures.
- Only pre-Approved Chemical Agents are permitted to be used within ESB. A Chemical Agent can be approved for use by submitting its up-to-date (less than 5 years old) Safety Data Sheet (SDS) to cohs@esb.ie.
- If an urgent need for the use of a Chemical Agent not already approved arises, a copy of the Safety Data Sheet (SDS) shall be submitted to the local Senior Manager or competent person who may approve its short-term use in the location where it is required. The formal approval process shall be followed at the same time.
- Based on the inventory of Chemical Agents on site and the tasks involved in their use, appropriate equipment and procedures are in place to deal with loss of containment and first aid in the event of an incident.
- Information, instruction, training and supervision are provided as appropriate to employees about the safe use of Chemical Agents and the approval process, including the provision of access to the Chemical Agents Inventory.

Employees shall:

- Undertake any instruction / training required to manage the risks. Tell management about any defects in the equipment or facilities provided for the safe storage, use and disposal of chemicals as
- soon as possible, and stop using such equipment / facilities until the defects have been addressed.
- Inform management of any difficulties encountered with a Chemical Agent or its safe use.

Construction Safety

Risk Assessment Title:		Construction Safety								
Document Number:		RA-06		Document Revision:			01			
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating = L x S			Likelihood (L)	Severity (S)	Risk Rating = L x S
Construction	Poor planning and communication. No clarity on roles and responsibilities. Construction hazards on site.	Employees, Contractors	5	5	25	<p>ESB Telecoms management shall put systems in place to ensure the following:</p> <ol style="list-style-type: none"> 1. Construction Work for ESB is identified as early as possible in the project. 2. Adequate resources (time, competent people and budgets) are put in place to ensure the safe delivery of Construction Work (or those parts of the Construction Work for which ESB is responsible) from planning and design through to completion. 3. Where ESB is the entity for whom a construction project is being carried out, ESB Telecoms: <ol style="list-style-type: none"> a. acts as Client, b. maintains records of all Statutory Notifications and duty holder appointments. 4. If ESB is not the entity for whom a construction project is being carried out, ESB will: <ol style="list-style-type: none"> a. not act as Client. b. not engage in the Construction Work if the duty holders are not known to ESB. c. ensure that ESB employees involved in such Construction Work are informed of the duty holders and the need to co-operate with them. 5. Where ESB is required to fulfil duty holder roles, the group will be appointed to the role with individual employees only being named as Agent or Contact Person. <p>Employees shall: Only agree to act as Agent or Contact Person in relation to a duty holder role if they are competent to do so.</p>	Employees, Contractors	2	2	4

Driving for Work	
Risk Assessment Title:	RA-08
Document Number:	01
Document Revision:	01

Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating = L x S			Likelihood (L)	Severity (S)	Risk Rating = L x S
Driving	Road Traffic Accident. Striking or hitting person / object. Fire.	Employees, Contractors, Public	5	5	25	ESB Telecoms Management shall ensure the following: 1. ESB Telecoms staff who drive for work hold an appropriate license and grey fleet drivers have business class insurance, motor tax and NCT 2. Any fleet vehicle being driven is legally compliant. ESB Telecoms Employees, when driving for work, shall: 3. Always comply with the a) ESB Group Standard Driving for Work, b) ESB Company Driving Handbook Roles and Responsibilities and the 'Rules of the Road'. This includes when driving in ESB premises and on other private property 4. Ensure that any defect found during a Daily Vehicle Safety Check is resolved as soon as practicable. 5. Ensure fitness to drive 6. Inform their line manager of any medical condition which may affect their ability to drive safely. 7. Hold a valid license for the category of vehicle (or combination of vehicles) being driven and grey fleet drivers have business class insurance, motor tax and NCT. 8. Immediately inform their Supervisor / Manager if they are disqualified from driving or have their insurance withdrawn. 9. Only drive in legally compliant vehicles.	Employees, Contractors, Public	5	2	4
			5	5	25			2	2	4

Electrical Safety										
Risk Assessment Title:		Document Revision: 01								
Document Number: RA-09										
		Risk Before Control Measures				Risk After Control Measures				
Hazard	Risk (Potential Harm)	Persons at Risk	Likelihood (L)	Severity (S)	Risk Rating = L x S	Control Measures	Responsible	Likelihood (L)	Severity (S)	Risk Rating = L x S
Work near Electricity	Electrocution, Death, Fire, Explosion, Burns.	Employees, Contractors, Public	4	5	20	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> All electrical equipment and electrical installations under its control: <ol style="list-style-type: none"> are designed to appropriate standards for safe operation, maintenance, test and inspection including protection against fault conditions; are constructed, installed, commissioned, operated, maintained, tested and inspected to appropriate standards and in keeping with the design; have accurate and appropriate records / data maintained for all stages in the life cycle of the installation. Procedures are defined and put in place to permit safe work on or near electrical equipment. Procedures are defined and put in place to enable safe isolation of electrical equipment at the appropriate level where necessary for work. Such procedures to be designed to fulfil the requirements to: <ol style="list-style-type: none"> disconnect completely, secure against reconnection, verify that disconnection has occurred, carry out earthing and short circuiting where required, protect against adjacent live parts. Access to electrical equipment / installations is controlled based on risk assessment, competence and authorization – that is, access is only by authorized person or people acting with the consent, or under the supervision, of a suitably authorized person. Work on or near electrical equipment is: <ol style="list-style-type: none"> risk assessed, planned, organized and supervised so as to minimize the risk to personnel and others; only carried out by competent and approved personnel or directly under the supervision of persons with the necessary competence and approval. Where third parties are given access to work on or near ESB electrical equipment or installations, such access shall be permitted by a licensing agreement (or an equivalent instrument) setting minimum standards and the limits of their access which the third parties shall meet. <p>All relevant employees are aware of this risk assessment and</p>	Employees, Contractors, Public	2	2	4

Excavations										
Risk Assessment Title:		Document Revision: 01								
Document Number: RA-10										
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating = L x S			Likelihood (L)	Severity (S)	Risk Rating = L x S
Work in or around excavations	Burials. Entrapment. Fall from height. Struck by plant. Utility strike causing explosion.	Employees, Contractors	5	5	25	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> Standard procedures are developed, where practical, based on risk assessments. All control measures outlined in the risk assessment, including entry control, are put in place and appropriately maintained for the duration of the excavation. A site survey is carried out and the up-to-date service drawing is obtained before works start. Suitable cable-locating devices will be used in conjunction with the most up-to-date records to determine as accurately as possible the position of the cables. Temporary works design will be put in place where required. Statutory regulatory inspections of excavations will be carried out. No ESB Telecoms employee or contractor, and, where ESB is in full control of the site, no other people, will enter an excavation unless it has been assessed as safe to do so by a Competent Person. <p>Employees shall:</p> <p>Report defects in excavation and stop work until the hazard / risk has been reassessed and, where necessary, the defects have been fixed or additional control measures have been put in place. implement it and the associated procedures.</p>	Employees, Contractors	2	2	4

Lone Working										
Risk Assessment Title:		Document Revision: 01								
Document Number:		RA-13								
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating = L x S			Likelihood (L)	Severity (S)	Risk Rating = L x S
Working on your own (lone working)	Fall. Lost during work. Violence. Aggression. Injury.	Employees, Contractors	3	4	12	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> 1. Work activities where lone working is a significant feature shall be identified. 2. Risk assessments which address activities involving lone working are carried out. These may deal with lone working directly or be embedded in other task-based procedures as needed. 3. Suitable controls to address the identified risks, including emergency rescue plans where the risk warrants it, are put in place and implemented. In addition, so far as is reasonably practicable, ensure that people working on their own are not at significantly greater risk than when doing the same work accompanied. <p>Employees shall:</p> <ol style="list-style-type: none"> 4. When ESB employees are lone working then the use of the ESB Telecoms MyLocken app is mandatory. <p>Contractors shall:</p> <ol style="list-style-type: none"> 5. Comply with control measures to protect their safety such as co-operating with a buddy system for phone contact and fully adhere to safety management procedures and approval systems, use of equipment and systems provided. 6. The use of the <u>Lone Worker</u> function of the ESB Telecoms MyLocken app is available for contractors to supplement their own systems <p>Notify their manager immediately in the event of an incident or near miss.</p>	Employees, Contractors	2	2	4

Portable Tools & Equipment										
Risk Assessment Title:		Document Revision: 01								
Document Number: RA-17										
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating - L x S			Likelihood (L)	Severity (S)	Risk Rating - L x S
Working with portable tools and equipment	Falling object. Flying object. Defective tools causing injury. Equipment malfunction causing injury, slip / trip / fall.	Employees, Contractors	3	4	12	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> Where possible, working at height is avoided. During the design of any project, consideration is given to how the project will be constructed, maintained, operated and de-commissioned. Where practicable, the hazards associated with working at height shall be eliminated at design. All work at height is properly planned, appropriately supervised and carried out in a manner that is, so far as is reasonably practicable, safe and without risk to health. All work at height activities are risk-assessed by a person sufficiently experienced to be able to identify competently the safety and health risks arising out of the work. Where the risk of a fall cannot be eliminated, suitable and sufficient measures are taken to minimise the consequence of a fall should one occur. For all work at height activities, appropriate rescue plans are put in place. Appropriate work equipment is selected and used so that the place where work at height is carried out is safe. Collective measures shall be prioritised over personal protective equipment. Equipment used for work at height, including fixed equipment on ESB premises, is regularly inspected and maintained by a competent person, and always inspected before use. All control measures, including safe access (way in) and egress (way out), are provided, used and maintained. All statutory records associated with work at height are put in place and kept for at least 5 years. The requirements of this policy are clearly detailed in all contracts involving work at height on ESB's behalf. <p>All those use work at height equipment are trained in the use</p>	Employees, Contractors	2	2	4

Manual Handling											
Risk Assessment Title:	Manual Handling										
Document Number:	RA-14	Document Revision:	01								
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures			
			Likelihood (L)	Severity (S)	Risk Rating = L x S			Likelihood (L)	Severity (S)	Risk Rating = L x S	
Manual Handling	Sprain. Musculoskeletal. Lifting, pushing, pulling excessive weight causing back injury. Sudden movement causing back pain. Tissue swelling. Nerve damage.	Employees, Contractors.	3	4	12	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> Measures are taken to avoid or reduce the need for manual handling of loads which involves a risk of injury (particularly to the back). Manual handling issues are considered at planning stage, including design / selection of plant, equipment, fixtures, work layout and work practices The provision of suitable mechanical aides for lifting and pulling, ensuring that they are properly tested and inspected in accordance with regulations. The design and provision of safe and ergonomically suitable workplace environments, where workstations and work activities are organised as to minimise the potential for manual handling-related injuries. Employees reporting any manual handling hazards, risks or incidents are facilitated. The hazards associated with manual handling activities, whether stand-alone or part of other activities, are identified and risk assessed, taking into account the individuals involved as well as other factors. Suitable control measures are identified and implemented to manage the risk. The provision of appropriate information to employees involved in manual handling activities, and the provision of instruction, training (including periodic refresher training) and supervision of manual handling. <p>Manual handling training solutions and refresher training solutions are provided by Competent Persons / training organisations.</p>	Employees, Contractors.	2	2	4	

Risk Assessment Title		Fire									
Document Number:		RA-19		Document Revision:		01		Risk Before Control Measures		Risk After Control Measures	
Hazard	Risk (Potential Harm)	Persons at Risk	Likelihood (L)	Severity (S)	Risk Rating = L x S	Control Measures	Responsible	Likelihood (L)	Severity (S)	Risk Rating = L x S	
Carrying out ESB Telecoms work activities which may result in Fire / explosion	Fatality, Burns, Explosion	Employees, Contractors,	4	5	20	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> ESB Telecoms individuals are identified as responsible for fire safety management in each location owned or operated by ESB and for activities undertaken by ESB outside locations owned or operated by ESB. Fire safety risk assessments are carried out in each place of work. Fire safety controls and their maintenance are documented in each place of work. Fire prevention, protection and control measures compliant with current legislation and standards are in place. Appropriate means of raising the alarm and informing occupants of the presence of fire. There is an adequate number of trained and competent people to act in the event of a fire incident. Statutory inspections and maintenance registers are maintained for fire safety systems. Fire exits and escape routes are provided, clearly marked and unobstructed at all times. Employees receive appropriate training on procedures to follow on discovery of fire, on hearing the fire alarm and on evacuating site. Fire emergency evacuation drills are conducted on a regular basis. <p>Employees shall:</p> <ol style="list-style-type: none"> Implement the requirements of this risk assessment. <p>Cooperate with management as it carries out ESB's responsibilities.</p>	Employees, Contractors,	2	3	6	

Working in or Near Water

Risk Assessment Title:		Document Revision: 01								
Document Number: RA-20										
		Risk Before Control Measures			Risk After Control Measures					
Hazard	Risk (Potential Harm)	Persons at Risk	Likelihood (L)	Severity (S)	Risk Rating = L x S	Control Measures	Responsible	Likelihood (L)	Severity (S)	Risk Rating = L x S
Working in or Near Water	Drowning, Hypothermia	Employees, Contractors, Public	3	3	9	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> Where possible, work in or near water is avoided. All work in or near water shall be properly scoped, planned and organized, including arrangements for the prompt rescue of any person in danger of drowning. All work in or near water shall be risk-assessed by a competent person. Factors including, but not limited to, water depth, tide changes, water flow, flood risk and weather conditions shall be considered. Where the risk from working in or near water cannot be eliminated, suitable and sufficient measures, including those to cover emergency response, shall be taken to minimize the consequence of falling into water. Where work is being carried out over water from a height, consideration shall be given to whether the greater risk of injury is from falling from a height or from drowning. Work in or near water is avoided in darkness or poor visibility if feasible, but where it is not feasible to defer such work, adequate lighting for both the work and to facilitate rescue is provided. Appropriate work equipment shall be selected and used so that the place where work in or near water is carried out is safe. Where work in or near water is required, suitable rescue equipment shall be provided and kept in a fit state, ready to use. All those required to use equipment necessary to safeguard their safety and health shall be appropriately instructed and/or trained in the use of such equipment. Personal flotation devices, where required are worn. <p>Employees shall:</p> <p>Report promptly to line management any defects in systems, tools or equipment provided for, or in support of, such work and not use such defective systems, tools or equipment.</p>	Employees, Contractors, Public	2	2	4

Hot Works										
Risk Assessment Title:										
Document Number:	RA-16	Document Revision: 01								
Hazard	Risk (Potential Harm)	Persons at Risk	Risk Before Control Measures			Control Measures	Responsible	Risk After Control Measures		
			Likelihood (L)	Severity (S)	Risk Rating = L x S			Likelihood (L)	Severity (S)	Risk Rating = L x S
Hot Works	Fire. Severe Burns. Electrocution.	Employees, Contractors.	4	4	16	<p>ESB Telecoms Management shall ensure the following:</p> <ol style="list-style-type: none"> Hot Works are eliminated / designed out where reasonably practicable. In particular, every effort is made to remove the need for Hot Works near significant ignition / combustible sources. All Hot Works are properly planned and organised. Safe Systems of Work are in place for all Hot Works, and the risk of fire after completion of the work is considered. Safe Systems of Work to identify safety equipment and PPE to be used. People carrying out Hot Works are competent for the task. Equipment used for Hot Works is properly inspected and maintained. Risks from ignition / combustible sources are properly controlled. <p>Employees shall:</p> <ol style="list-style-type: none"> Not put themselves or others at unnecessary risk. Not use defective equipment. Check the equipment before use. <p>Report any defect found as soon as possible.</p>	Employees, Contractors.	2	2	4



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