



ESB Group Safety Statement

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Document Control, Review and Approval

Version	Date	Document Developer	Description of Version, Change or Review	Approved by	Issue date
2.0	22/05/2020	Stuart Ayling, Noel Clarke, Ronan Collier, John O'Neill, Violet Quigley	1. Update for pandemics (Clause 2). 2. Addition of "wellbeing" to align with organisational structure (Clauses 1,4,5 and 6). 3. Legal oversight field added to front page table. 4. Minor typographical and formatting changes.	Liam Ring	25/05/2020
1.0	20 Dec 18	Ronan Collier	Revision of Group Safety Statement	Fergal Keogh	09 Jan 19

Note: Newly added content or significant changes are highlighted in Yellow.

Introduction

This Safety Statement aims to provide a written programme to safeguard the safety and health of employees while they work, and the safety and health of other people who might be at the workplace, including contractors, visitors and members of the public. It also aims to provide an understanding to management and staff of their roles in relation to managing health, safety and wellbeing and the role of ESB in ensuring that the correct health, safety and wellbeing arrangements are in place. ESB is committed to achieving a work environment where everyone goes home safe and well from work every day. Being safe and looking out for each other's health, safety and wellbeing is a core value for ESB.

This safety statement applies to all activities of ESB Group and its wholly owned subsidiary companies. It provides a framework for managing and continually improving health, safety and wellbeing within the ESB Group.

1 Policy

The [ESB Group Policy on Health, Safety and Wellbeing](#) is published as GP-HS-01. It is approved by the Chief Executive and is reviewed annually.

The scope of activities covered by this safety statement is outlined in the subsidiary safety management system documents for each of the business areas within ESB Group.

This document, in conjunction with the rest of the documents in the [ESB Group Policy on Health, Safety and Wellbeing framework](#) (as outlined in GS-HS-01), constitutes the full safety statement for ESB Group.

2 Risk Assessment

Hazard identification and assessment of the associated risks, with the view to putting in place control measures to control the risk so far as is reasonably practicable, is at the core of ESB Group's safety management systems. This process is carried out at a number of levels across ESB Group to ensure that the Principles of Prevention are applied and the risks associated with the identified hazards are controlled in the most appropriate manner. The suite of [Group Standards](#) has been developed to address the most common risks that have the potential to have significant consequences in multiple business areas. These set out minimum requirements for the control of the risks associated with the various hazards addressed. The Group Standard on [Hazard Identification and Risk Assessment](#) (GS-HS-02) outlines the minimum requirements for risk assessment across the Group.

Risk assessment procedures are developed in each business to suit the nature of the risks and the work management processes of those businesses to ensure that risk assessment is properly integrated with work activities. Enterprise risks are identified from incidents, work activities, applicable legislation, regulation, industry experience **and societal level issues, such as pandemic outbreaks.**

In all cases, these procedures comply with the requirements of the Group Standard [GS-HS-02](#).

The Group Standards, related procedures and various individual risk assessments outline the protective and preventive measures (control measures) to be taken to reduce the risk of harm from the various hazards to the lowest reasonably practicable levels.

Recurring risks in each business are managed through operational controls.

The Group Standard on [Emergency Management](#) (GS-HS-46) outlines the requirements for emergency preparedness and response with detailed procedures for handling emergencies from minor first aid interventions up to and including major incident management being derived from that Standard.

Pandemic response is managed and coordinated at Group level and each Business Unit maintains its own suite of plans, procedures, responses and drills / simulation exercises within the Group framework.

3 Objectives and Improvement Programmes

Across all businesses, Safety Improvement Plans (SIP's) are drawn up locally by business lines in consultation with Executive Directors, Senior Management, Health and Safety Committees and the relevant Safety Support Managers.

The plan takes into account the results of risk assessments and opportunities for improvement. ESB Safety Improvement Plans are designed to implement health and safety policies, objectives and programmes for the Business areas. All SIP's are recorded and held in SHIELD. Progress against the SIP is maintained and managed in SHIELD where applicable or at quarterly review intervals.

4 Roles and Responsibilities

The ESB Chief Executive has overall responsibility for ensuring the health, safety and wellbeing of all staff in ESB Group. Health, safety and wellbeing responsibilities are further delegated to managers and team leaders throughout the organisation. The extent of the responsibilities is outlined in the [ESB Group Policy on Health, Safety and Wellbeing \(GP-HS-01\)](#) and the [Group Standards](#) with the assignment of specific duties and responsibilities to various managers being articulated in business unit and local procedures. A safety support structure is also in place at the various levels in the organisation to support line management in the execution of their duties.

The roles and responsibilities of employees with regards to health and safety are also outlined in the [ESB Group Policy on Health, Safety and Wellbeing \(GP-HS-01\)](#) and the [Group Standards](#). The over-riding requirements are that they work to protect themselves and others from risk at all times and support management in the execution of their health and safety duties.

5 Competence and Training

The requirements for health and safety related training and competence development are outlined at a high level in the [ESB Group Policy on Health, Safety and Wellbeing \(GP-HS-01\)](#) and the [Group Standards](#) with more detailed requirements becoming clear from business specific procedures and risk assessments.

Training is provided by approved externally contracted qualified training specialists or by qualified in-house trainers. Refresher training is carried out as required to maintain skills or as required by legislation.

The specific safety training needs for each role and individual are reviewed at regular intervals. In carrying out this review, particular attention is paid to the roles and responsibilities of the individual and the competence they need to carry these out.

An evaluation of safety training is carried out locally by each of the businesses as required and includes an evaluation of the effectiveness of the training performed (i.e. did the training have the desired effect).

6 Consultation and Communications

Communication is an important part of ESB's Safety Management Systems. Safety information is shared through two-way communication between employees and management in ESB Group in a variety of different ways. All employees are encouraged to engage in safety conversations with their manager as part of the monthly briefing process. They are also encouraged to report incidents, near misses and good catches. In addition, safety critical alerts are issued after a safety critical incident. Where required, special briefings are provided. A broad suite of briefings, documents and for are utilised to share health, safety and wellbeing information.

The Safety Statement, Group Health and Safety Policy and full suite of Group H&S Standards are available to all employees on-line, as are all relevant procedures with which they are required to comply. These documents are reviewed regularly and employees are involved in this process. When substantive changes to any of these documents occur, employees are consulted and notified of the changes and their implications.

Safety Representatives are selected by staff in accordance with the local procedures. The rights of the Safety Representative are to represent staff on safety, health and wellbeing (which encompasses welfare) issues and to act as a focal point for day-to-day consultation with line management. Line management facilitate all safety representatives in pursuing their rights and cooperate fully with them.

Health, Safety and Wellbeing Committees are in place at the various levels in ESB to facilitate consultation between employees and management on health and safety management and to assist in the continual improvement of health, safety and wellbeing within the ESB Group.

7 Performance Measurement and Monitoring

Key performance indicators are monitored on a monthly basis and trended over time to measure the effectiveness of the safety management systems across the Group. These are reviewed regularly by the EDT and various SMTs and other management teams. Targets are set against each indicator and actions are taken to address deviations from target. The indicators in use and the targets against each are reviewed annually. Both leading and lagging indicators are used.

Incidents and non-conformities are included as part of our performance measurement and monitoring.

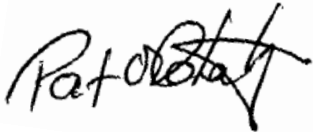
8 Assurance

The Group Standard on [H&S Assurance \(GS-HS-49\)](#) and the associated procedures outline the requirements for auditing of compliance with the Safety Management Systems of ESB Group. This includes local auditing, auditing by Group Safety Assurance, auditing by Group Internal Audit and external auditing.

9 Management Review

The overall effectiveness of the safety management systems in ESB Group is reviewed on a regular basis through:

1. Monthly monitoring of performance against KPIs.
2. Monitoring of close out of actions arising from audit and incident reports.
3. Review of the Group Policy and Group Standard.
4. Annual reviews of the various Subsidiary Company safety management systems within the Group.



Pat O'Doherty,
Chief Executive.

28th May 2020.