

2.1.1 Policy documents

Environmental, Health & Safety Policy

The Directors of Global Rail Services recognise the importance of effective management of environmental, health and safety as a means of ensuring the success and sustainability of the business. We are actively committed to complying with both the letter and the spirit of legislation as a minimum, and to achieving the highest performance standards reasonably practicable through the provision of:

- Safe and healthy working conditions for the prevention of work-related injury and ill-health
- Safe plant, equipment and systems of work.
- A framework for setting OH&S objectives.
- Commitment to fulfil legal requirements and other requirements.
- Commitment to eliminate hazards and reduce OH&S risks.
- Continual Improvement of the Safety Management System
- Commitment to Consultation and Participation of workers, and, where they exist, workers' representatives.
- Care in use of vehicles and economic use of fuels both in vehicles and auxiliary equipment.
- Full observance of REACH requirements.
- Correct management of waste and disposal in approved sites.

Sufficient resources will be made available to deliver these objectives.

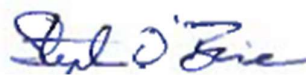
The Directors will delegate SHEQ responsibilities to all managers, staff and operatives, and will ensure that they are brought to the attention of all concerned. It is the responsibility of all managers to co-operate with the directors in this matter by cascading information and instruction throughout the Company.

The Company has adopted the ethos of managing based on risk assessment and control and will promulgate this throughout all of the company's activities. Through compliance with the management systems, the Company will at all times conduct its undertakings with due regard to the health, safety & welfare of its employees, others and the environment.

The Company SHEQ Advisor will co-ordinate the development and implementation of the integrated management systems, and the Directors will ensure that compliance with the system is monitored, and its effectiveness is audited and reviewed annually and amended or changing as necessary in a continuous improvement cycle.

The Company will enlist the support of all employees for the environmental, health and safety policy, and will encourage open consultation to facilitate the development of the management systems. Employees are reminded that they also have a duty to ensure that they make proper use of the systems, procedures and equipment provided and have due regard for those who might be affected by their activities.

Signed on the 27th of April 2026 for and on behalf of Global Rail.



Stephen O'Brien / Managing Director