

Health, Safety and Wellbeing Policy Statement



Statement of Intent

First Bus operates around a fifth of local bus services outside London, including two-thirds of the UK's 15 largest conurbations. We are the leading operator in major urban areas including Glasgow, Bristol and Leeds, with a fleet of around 4,300 buses. We employ more than 13,000 people across our operations and have around 60 depots across the UK and Ireland.

We are committed to the health, safety and wellbeing (HSW) of our people and customers. Our four core values are at the heart of everything we do.

- Always care
- Do what's right
- Succeed together
- Shape the future

We will ensure we provide a place of work that supports the health and wellbeing of our people and keeps them safe from harm. We promote a just and fair culture, empowering our people to speak out about any HSW issues they face. We continuously improve our safety management system to ensure high standards and that it remains relevant and effective.

Through competent leadership and safe working behaviours we aim to be recognised as industry leading.

We achieve this vision by implementing a strategy based upon:

- Provide safe and healthy working conditions for the prevention of work related injury and ill health
- Compliance with all relevant health and safety legislation, internal policies, and procedures
- Provide governance through the meeting structure
- Actively encourage consultation and participation of our people, and employee representatives
- A robust HSW management system
- A programme of audit and inspection
- Targetted training to ensure competence
- Seek innovative and technical solutions to resolve challenges
- Positively reinforce safe working behaviours with our Be Safe programme, a culture where HSW is at the heart of everything we do
- Provide people resources with clear roles and responsibilities for HSW set out in their job descriptions and procedures
- Provide suitable and sufficient safety information, instruction, training and tools for employees to meet their responsibilities
- Identify and eliminate hazards where it is reasonable

to do so. Assess and mitigate risks with suitable and sufficient controls to provide protection from harm.

- Share and learn lessons through collaboration with key stakeholders from our supply chain, customers, wider industry and First Group
- Provide a robust reporting & data capture process
- Review data to inform decisions, influence behaviours and learn lessons from trend analyses
- Empower our people to recognise risk, and report issues without fear of reprisal

To achieve this, we will:

- Set annual HSW targets & objectives
- Provide governance through our First Bus HSE forum & the First Group Responsible Business Committee
- Maintain ISO 45001 standards through our HSW management systems.
- Carry out internal audits and inspections
- Use a UKAS-accredited auditor to test our safety management systems

We expect our colleagues to:

- Be responsible for the HSW of themselves and others
- Lead by example, comply with this policy and other associated policies & procedures
- Report any issues or concerns
- Attend HSW training when asked
- Always care and do what's right

This HSW policy shall:

- Be communicated within the organisation;
- Be available to interested parties, and key stakeholders, including members of the public

For and on behalf of the First Bus Executive

A handwritten signature in black ink, appearing to read "J Bell".

Janette Bell – Managing Director

01 May 2024