ESB NETWORKS

ESB Networks Safety Statement

HEALTH
& SAFETY
ISO 45001:2018

Plain English
Approved by NALA

Document Control

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Document Approval

Role	Name	Date
Managing Director	Nicholas Tarrant	01 October 2026

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The Safety Statement is available to ESB Staff on OneSource and members of the public on the ESB Networks website, there is no requirement to display a paper copy at ESB locations.

Note

We designed ESB Networks Safety Statement primarily to be used by ESB Networks staff. We show links to a secure site which hold ESB Networks safety documents developed for these staff throughout the document. Non-ESB staff will be unable to access these links.

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Foreword

Safety is at the heart of everything we do in ESB Networks. 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 Networks Safety Statement form the complete **Safety Statement for ESB Networks.**

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

Overall responsibility for Safety, Health, Wellbeing and Environment

As agreed by the board, the Managing Director of ESB Networks has overall responsibility for Safety, Health, Wellbeing and Environment. The Managing Director is supported in this by managers within the ESB Networks business.

Your responsibility for safety

While the MD has overall responsibility, 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 Networks in making sure safety arrangements are in place.

The safety statement:

- describes the overall safety policy for ESB Networks 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.

As an employee, you must co-operate 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 Networks property or work sites,
- contractors who work for ESB Networks, and
- others (members of the public and emergency services personnel) who may be exposed to risk because of our business activities.

The Managing Director's direct instruction or approval is needed to edit or change this safety statement. However, we may supplement or support it with policies, company standards, procedures, restrictions, guides, local safety plans and so on.

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

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





Nicholas Tarrant
Managing Director
ESB Networks DAC
01 October 2026

1. This safety statement

When we at ESB Networks 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 Networks. The safety statement is part of our Occupational Health and Safety Management System (OHSMS).

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 Networks expects all of its employees to follow the instructions in these ESB Networks 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 did we review and update this safety statement?

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

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

The Safety, Health and Wellbeing 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 our employee, you can get a copy of the safety statement by:

- accessing it on OneSource,
- 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.

This Safety statement is also available to non-employees on the ESB Networks website.

1.7 What is the ESB Networks Occupational Health and Safety Management System (OHSMS)?

This is a recognised framework that enables ESB Networks to manage and reduce the health and safety risks associated with our business.

The OHSMS includes details of our:

- organisational structure,
- planning activities, and
- responsibilities, procedures and resources for developing, implementing, reviewing and maintaining ESB Networks health and safety policy.

ESB Networks Occupational Health and Safety Management System is certified to ISO 45001:2018. The National Standards Authority of Ireland (NSAI) certify that ESB Networks complies with this standard. Full details are available on the OHSMS SharePoint.

In the diagram below, the words followed by numbers in brackets are the main heading sections of ISO standard 45001.

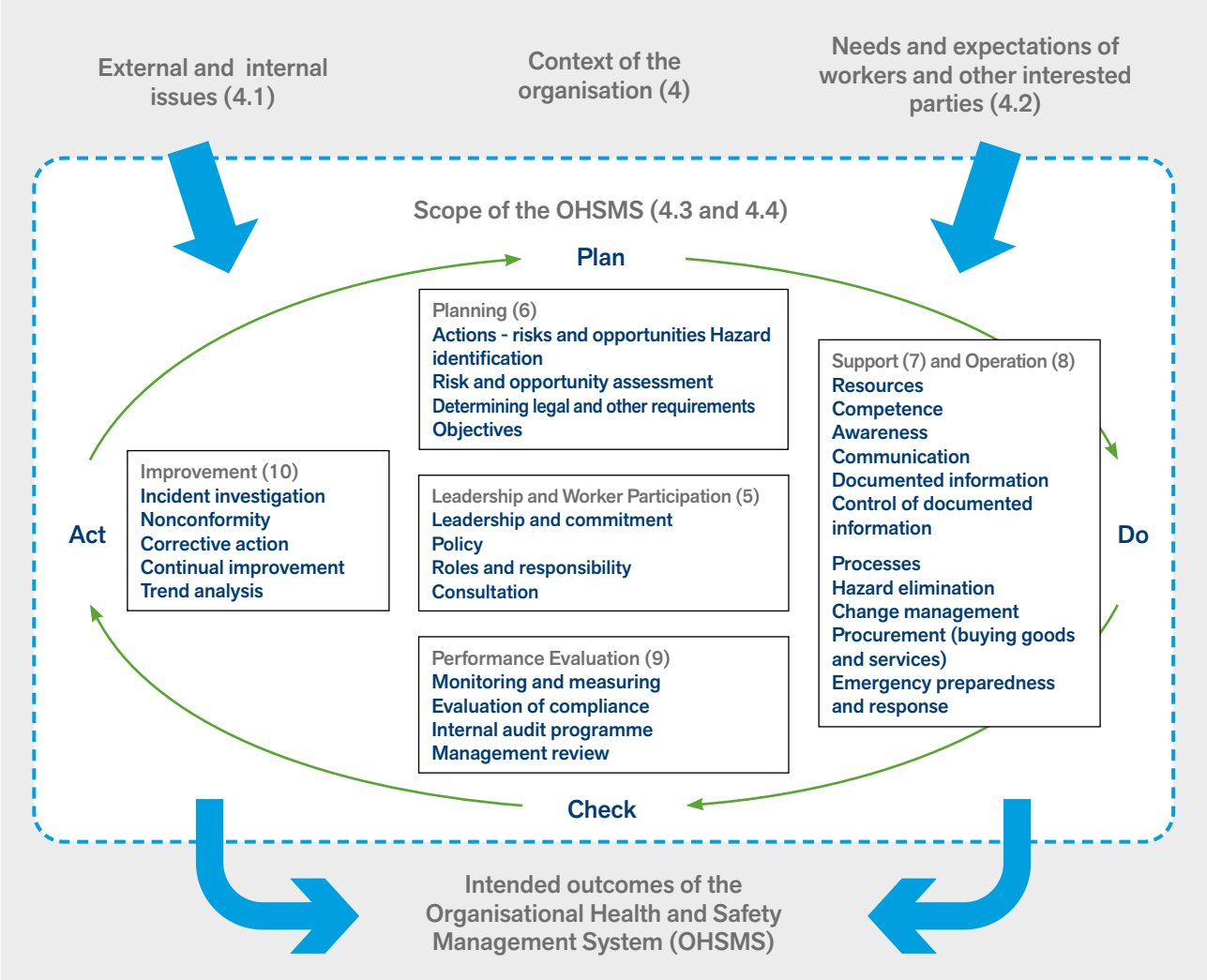


Figure 1: Diagram of the Occupational Health and Safety Management System and how it links to the ISO 45001:2018 standard



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2. Policy

2.1 Occupational Health and Safety Policy Statement

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

ESB Networks is committed to:

- achieving an incident and accident-free workplace,
- implementing a culture within the organisation where we highlight positive safety behaviour, set 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, and worker representatives, in improving the safety of the workplace.

Our commitment to health and safety can be seen through how we:

- deliver exceptional health, safety and wellbeing programmes to all, by applying consistent high standards,
- comply with, implement and embed the good practices outlined in our safety policies, procedures, guides and other key documents.
- use our processes for identifying and reporting hazards and performing risk assessments,
- integrate job site safety planning into our core work,
- provide programmes for safety assurance audits, and competence and compliance audits,
- provide health and safety training and communications programme for all employees,
- promote and require full accountability for excellence in health and safety performance,
- empower our 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 principles),
- management of contractor safety,
- setting, implementing and reviewing of health and safety objectives, and
- support for electrical safety promotional programmes to the general public.

We share this policy with all staff and contractors.



Nicholas Tarrant
Managing Director
ESB Networks DAC
01 October 2026



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3. Planning

3.1 What is health and safety planning?

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



ESB Networks 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 are fully committed to protecting the safety, health and welfare of our employees, contractors, customers, members of the public and others who may be 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 prioritised 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.

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.

3.2 How does ESB Networks manage health and safety?

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

- provides written procedures,
- identifies hazards,
- assesses the risks these hazards present, and
- puts control measures in place to remove or minimise 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 Networks?

The main general hazards in ESB Networks include:

- **Electricity**
- **Driving**
- **Working at height**

Other hazards include those related to:

- construction activities
- construction activities - interfacing with the public
- manual handling

Plant and Equipment

- fixed plant and equipment
- mobile plant and equipment
- general office and premises environment
- portable tools and equipment

Other hazards

- remote and lone working
- asbestos
- working in or near water
- chemical hazards
- hot works
- confined spaces
- bullying
- fire
- structural damage to the network due toweather events, for example: storms

Location-specific hazards

Hazards that apply to specific locations are identified through local safety plans.

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 Networks safety management system. All employees and contractors shall complete this and sign in at all sites. See Section 5.11 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 hazards identified in the workplace. We do this to determine:

- the likelihood that the hazard poses a riskof an adverse event (such as illness or injury),
- the severity or potential consequences ofeach risk, and
- the action that should be taken to remove or minimise the risk (control measures).

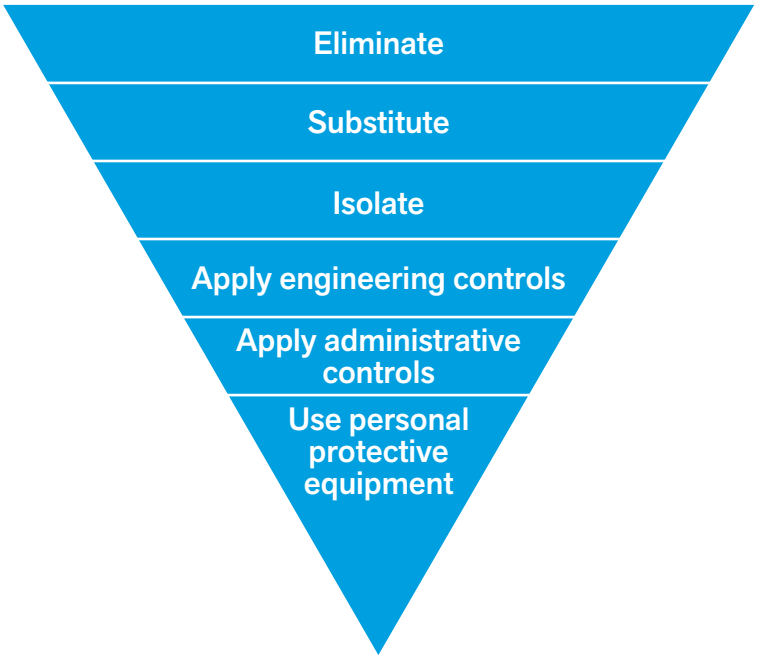
Annex D contains risk assessments of some common hazards in ESB Networks. You can find further information on risk assessment in the ESB Networks Procedure– Health and Safety Risk Assessment (available on OneSource).

3.7 What are control measures?

Control measures are actions to:

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

We select control measures based on the Safety, Health and Welfare at Work Act 2005 Principles of Prevention (listed in Annex A).



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

ESB Networks 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 Networks?

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

- safety statement risk assessments,
- risk assessments method statement (RAMS),
- design risk assessment for new equipment,
- 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, Health and Wellbeing team

Where to find them: Annex D of this ESB Networks Safety Statement

Other information: ESB Group Standards, Policies and Safety Statement.

Risk Assessments Method Statements (RAMS)

Scope: Hazards in a particular location

Responsibility: Local supervisors and managers, using the ESB Networks Risk Assessment Method Statement Template (available on OneSource).

Where to find them: Construction Work Management site.

Design Risk Assessment for New Equipment

Scope: Hazards associated with new equipment, plant, machinery, tools or systems.

Responsibility: The equipment owner, project manager or responsible manager.

Where to find them: Held with the project or procurement documentation.

Risk Assessments OneSource Supporting Safety Documentation

Scope: Identify and assess occupational hazards and risk associated with activities detailed in the document.

Responsibility: Content owner.

Where to find them: In the OneSource document set and at the back of some documents.

3.9 What risk assessment methodology does ESB Networks use?

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

1. Identify any hazards connected with an activity or task.
2. Identify the risks associated with each hazard (who could be harmed and how).
3. Record the control measures needed to minimise or remove those risks.
4. 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, you should try to minimise risks to an assessment level of less than 4.

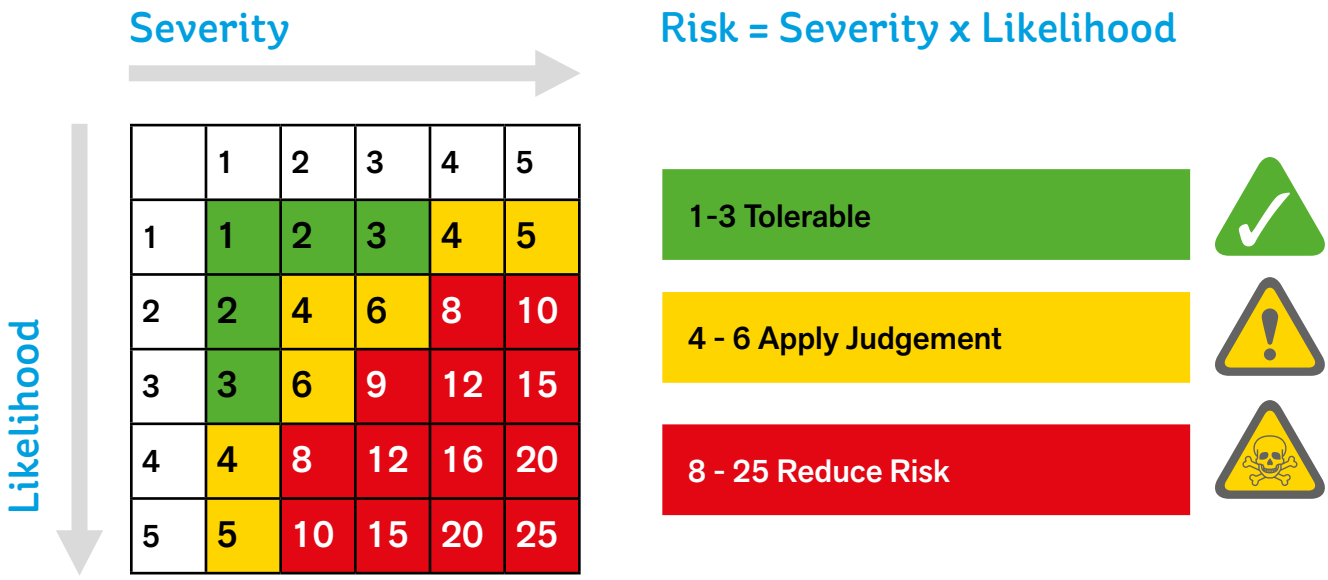
Risk = Severity x Likelihood

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

Likelihood Rating	How often a risk is likely to occur	
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

Risks that are assessed to have a score of 8 or more should have additional control measures applied and be re-assessed until the calculated risk is less than 8. See Annex D for risk assessments.

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



	1	2	3	4	5
1	1	2	3	4	5
2	2	4	6	8	10
3	3	6	9	12	15
4	4	8	12	16	20
5	5	10	15	20	25

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

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

All employees who carry out 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 JSSPs in Section 5.11.



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4. Safety responsibilities of ESB Networks Employees

Responsibilities of all employees

ESB Networks are committed to providing enough resources to protect the safety, health and welfare of all of our employees while at work. ESB Networks provide full safety and technical training and audit assessments. For certain work activities ESB Networks 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 the organisation.

4.1 Responsibilities of all employees within ESB Networks

Reasonable care: All ESB Networks 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 Networks operate and work safely.

Use good practice: Everyone shall reinforce good working practice and end unsafe work methods. Assigned work shall be carried out according to ESB Networks:

- 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.

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

- ESB Networks Electrical Safety Rules
- ESB Networks Policies and Company Standards
- ESB Networks Procedures
- ESB Networks Guidelines
- ESB Networks Codes of Practice
- Job Site Safety Plan (JSSP).

Legislation: Everyone shall co-operate with management to make sure ESB Networks comply with safety legislation.

OneSource: Understand how to use OneSource 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 when attending:

- assigned training and assessments, and
- monthly 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 follow-up 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.

Specific responsibilities

4.2 Managing Director (MD)

Effective systems: Ensure there are effective systems in place for managing safety, health and wellbeing through the use of resources.

Make sure that an adequate and up-to-date safety statement and risk assessment programme are in place.

Personnel: Appoint necessary personnel to the Safety, Health and Environment Board (SHEB). Make sure they have the skills for the job. This is necessary to ensure ESB Networks comply with ESB policies and procedures.

Monitoring: Monitor the health and safety performance of the Senior Management Team (SMT).

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

Manage resources: ESB Networks 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:

- finance,
- competent personnel, and
- time.

Manage health risk: Make sure that safety and health risk management issues are properly addressed at board level and throughout the organisation.

4.3 Senior Management Team (SMT)

The Senior Management Team (SMT) is made up of the Managing Director ESB Networks and the heads of each of the ESB Networks Business lines as their direct reports.

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

- safety,
- health, and
- wellbeing.

This shall be done for all levels of the organisation.

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, Time-bound) safety objectives, targets and programmes to direct reports and review them continuously.

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

Accident investigation: Make sure that timely accident, incident and near-miss investigations are carried out in line with investigation procedures.

Make sure that recommendations are shared and acted on promptly.

Manage resources: The SMT shall identify and allocate appropriate resources for:

- the occupation health and safety management system, and
- the agreed work programme.

Risk assessment: When organisational changes take place, make sure that the risk is assessed and put in place the required control measures.

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 Networks 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 Safety, Health and Environment Board (SHEB)

Make the organisation safe: The Safety, Health and Environment Board shall establish safety as a core value across ESB Networks and makes sure the organisation is safe. They shall do this by promoting, implementing and monitoring the ESB Networks 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 Networks. Provide direct assurance that initiatives have been completed.

Safety planning: Govern safety organisational change, taking into account its impact on safety. Put in place a safety plan that deals with any changes in the organisation. Assess the risk of any organisational change before it is made. Do this through a formal 'change-request' process.

4.5 Safety Programme Implementation Group (SPIG)

The Safety Programme Implementation Group (SPIG) operates on behalf of ESB Networks. SPIG supports the development, review, approval, and effective implementation of ESB Networks safety policies, standards, and procedures.

Review focused: SPIG's primary focus is to review these safety documents to ensure that their requirements are reasonable, practicable, and capable of being implemented effectively across the business.

Approval and recommendation: SPIG approves Company Standards and Procedures. It does this with delegated authority from the Safety, Health and Environment Board (SHEB). SPIG also recommends Policy documents to the SHEB for approval.

Effective planning: SPIG also agrees consultation completion dates and planned effective dates for new or revised documents. It supports the resolution of issues or objections arising during document development and oversees how well documents are being used on a day-to-day basis.

Represents and updates: SPIG members represent their respective business areas. They provide updates to the Issuing Authority and SHEB on progress and issues about how safety documentation is being used across ESB Networks.

4.6 Senior Managers (SMs)

Senior Managers are responsible for the overall strategic direction and performance of the organisation. 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.

Safe systems: Senior managers shall make sure that safe systems of work are in place for relevant work tasks.

Investigations: Make sure that timely accident, incident and near-miss investigations are carried out in line with investigation procedures. Make sure that recommendations are shared and acted on promptly.

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

Communicate: Communicate with line managers and supervisors about how to work safely to reach ESB Networks' ultimate goal of an incident and accident-free workplace.

Plant and equipment: Make sure plant and equipment is:

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

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

- up-to-date approvals,
- training,
- knowledge, and
- experience.

Construction regulations: Senior Managers acting in the role of Client Representative on behalf of ESB as represented by ESB Networks shall comply with the Client duties as set out in Construction Regulations.

Make sure ESB Networks electrical safety rules and procedures are put in place.

Make sure that contractor safety management systems are in place and fit for work. Managers shall liaise with other parts of the business who manage contractors, namely Contracting Partners Group (CPG), to get contractor safety information about a contractor on their framework.

Employee safety concerns: Where employees are concerned about safety, senior managers shall make sure the ESB Networks safety committees work effectively to resolve their concerns.

Share the directly relevant parts of the Occupational Health and Safety Management System with all employees.

Safety indicators: Monitor the achievement of safety KPIs (key performance indicators).

Conduct audits: Carry out high-quality audits as scheduled.

Take action promptly: When anyone identifies non conformances with ESB Networks 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.

4.7 Middle Managers (MMs)

High-risk work: Middle managers shall make sure that when staff are assigned high-risk work activities, the following are available, up-to-date and documented:

- safe systems of work, and
- risk assessments.

Work packs: Make sure that work packs are continuously developed to incorporate safe systems of work.

Resources: Oversee the use of resources by employees or contractors. This includes getting extra resources or specialist skills when needed.

Safety information: Keep employees informed about directly relevant parts of the ESB Networks Occupational Health and Safety Management System.

Project Supervisor Design Process: Where applicable, accept in writing the roles of the PSDP contact person, and comply with:

- construction regulations, and
- ESB Networks electrical safety rules and procedures.

Audits: Make sure all audits are:

- carried out,
- recorded, and
- acted on promptly.

Investigations, recommendations and communication: Carry out timely accident, incident or near-miss investigations. Make sure recommendations are communicated and put in place.

Make sure that safety improvement plans are developed, reviewed and put in place.

Monitor and audit: Monitor the achievement of safety KPIs (key performance indicators).

Carry out audits as scheduled.

Report defects: Report any defects in the Occupational Health and Safety Management Systems to the Senior Manager without delay.

Review and training: Include health and safety objectives in the performance review system.

Attend all health and safety training as required.

Make sure that the safety briefing is delivered every month and that attendance is recorded on SAP Success Factors.

Make sure that any safety issues raised by employees are recorded on the Local Safety Plan on Synergi Life. Follow up any safety issues promptly.

4.8 Supervisors and Front-Line Managers

Work packs: Supervisors and Front-Line Managers shall make sure work packs are continuously developed to incorporate safe systems of work.

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 near-miss notification procedure. Perform and communicate investigations and any follow-up actions promptly.

Local safety: Make sure that local safety plans are developed, reviewed and put in place.

Briefings: Make sure that the safety briefing is delivered every month and attendance is recorded on SAP Success Factors.

Make sure that any safety issues raised by employees are recorded on the Local Safety Plan or Synergi Life. Follow up these issues promptly.

Resources: Match resources like skills, competence and numbers of people to tasks, as agreed in the work programme.

Construction stage: Where necessary, accept in writing the role of the PSCS (Project Supervisor Construction Stage) contact person and comply with:

- construction regulations, and
- ESB Networks electrical safety rules and procedures.

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.

4.9 Specialists – HR, Finance, Safety

Teams: Specialists in Human Resources (HR), Finance, Safety shall develop a positive health and safety culture in their teams.

On time: Complete any safety-critical tasks in a timely manner.

Risk assessment: Put in place the risk assessment process for all employee activities. Implement any needed improvements and controls.

Act immediately: Make sure that any deviation from health and safety standards is resolved immediately.

4.10 Asset Management

Make sure that our Asset Management Strategy is informed by the needs of:

- staff,
- contractors, and
- public safety.

Risk management: Use a systematic risk management approach to assess how assets perform.

Use asset lifecycle to determine our asset replacement programmes.

To help staff install and maintain our assets safely, develop:

- policies,
- standards, and
- procedures.

When developing interventions, investigate incidents and the risks to people and assets.

Assure relevant people and bodies that ESB Networks are managing its assets safely and appropriately.

4.11 Person Nominated to Take Charge (PNTC)

The PNTC is one of the roles within the ESB Networks which supports compliance with the Construction Regulations. Each crew shall be led by an approved PNTC, nominated by their Supervisor. A crew may consist of one or more people. Single person crews are nominated to the role of PNTC by their Supervisor while conducting construction work for ESB Networks.

Communicate: The PNTC shall communicate with ESB Networks team and contractors before, during and after work.

Co-ordinate safety: Where ESB Networks is PSCS, the PNTC, as the on-site representative of the Supervisor, shall work in accordance with the PNTC procedure. This includes, but is not limited to:

- setting up the required work area, and
- managing the exclusion zone or traffic management area.

Confirm that the Job Site Safety Plan (JSSP) is completed before work begins.

Report: Report any site issues to the direct line manager immediately, including:

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

Find more information on the role of the PNTC in the Procedure – Role of PNTC in OneSource.

4.12 Safety Technical Services Supervisors (STSS)

Monitor the implementation of:

- policies, and
- procedures.

Assist with accident and incident investigation, reporting and analysis.

Systems: The STSS shall make sure that the Occupational Health and Safety Management System is operating effectively.

They shall make sure that health and safety performance is continuously monitored and improved.

Reports and monitoring: Compile a monthly safety report to present at monthly meetings.

They shall bring safety issues to senior management and give direction on safety issues where required.

Monitor safety performance and compare it to other locations in ESB Networks.

4.13 Risk and Compliance Managers

Support the Issuing Authority in fulfilling their health and safety legal obligations by identifying health and safety risks in the business, prioritising risks and supporting the development, review and embedding of documents, which enable staff to work safely.

Responsibilities include to:

- assess health and safety business risk and sequence and prioritise the development and review of Policies, Company Standards, Procedures and guides,
- support the development of ESB Networks Controlled documents in compliance with Rules for Rules,
- support development of, and monitor implementation of embedding plans for new, and revised documents,
- coordinate the measurement of compliance with policies, company standards and procedures.

4.14 Occupational Health and Safety Management System Managers

These managers shall schedule and arrange audits of:

- internal occupational health and safety management system, and
- follow up on any issues raised by internal or external audits.

Schedule and arrange the Occupational Health and Safety Management System annual management review meeting.

4.15 Designers (EOs and technologists)

The designers (Engineering Officers – EOs - and technologists) make sure that all design works are completed according to ESB Networks design procedures and standards.

Liaison: The designers liaise with and, where needed, attend safety meetings with:

- the Client,
- PSDP (Project Supervisor Design Process),
- PSCS (Project Supervisor Construction Stage), and
- other designers.

Designers shall comply with directions issued by the PSDP and attend all health and safety training as required.

Regulations: Be familiar with the various duties placed on designers under the Construction Regulations.

Comply with PSDP: Where applicable and when the appropriate training has been completed, accept in writing the role of the PSDP contact person. They shall comply with:

- the construction regulations, and
- ESB Networks electrical safety rules and procedures.

Drawings and plans: Make sure all design drawings and details incorporate the general principles of prevention as defined under the 2005 Act (see Annex A).

Contribute to the preliminary health and safety plan for projects where required.

Prepare and update a safety file for projects where required.

Responsibilities

4.16 Regional Person in Charge (PIC) of buildings

The Regional PIC shall, where needed, work with the Enterprise Services (ES) to maintain premises.

Check that the contractor has their signed permit to work to carry out the job. Enterprise Services should issue and approve the signed permit.

Arrange a local induction for the contractor who is carrying out the work if they have not already been inducted.

4.17 Safety Champions

The Safety Champion shall support line managers and the local team by getting involved positively in matters relating to health and safety.

You shall:

- be proactive in involving all employees in safety issues,
- support the roll-out of safety training and initiatives,
- support the local safety briefing process, and
- support the local safety plan.

You shall also actively promote and encourage a 'no-blame' culture for near-miss reporting.

4.18 Safety Culture and Leadership Partners and Leadership Teams

Safety culture: The safety culture and leadership partners and leadership teams shall develop, lead and drive the desired safety, health and wellbeing culture across ESB Networks with the support of the organisation.

They should:

- Proactively seek to understand the challenges associated with creating a positive safety, health and wellbeing culture, and find ways to address them, consulting and co-ordinating with key decision-makers.
- Continually engage with staff to encourage strong leadership in all staff, no matter what their role in the organisation.
- Consistently identify sources of interference, as this will help resolve issues. Put in place programmes to address them.
- Proactively engage with safety and environmental initiatives.

- Look for opportunities to create and promote conditions where people are:
- appreciated,
- respected,
- treated fairly,
- treated with dignity and care,
- listened to,
- valued, and
- encouraged to prioritise their health and wellbeing.

4.19 Safety Committees

The safety committees shall provide a point of contact for employees to communicate safety questions and concerns. They should also:

- promote safety and health awareness in the workplace,
- recommend improvements to the company's workplace safety programme, and
- identify corrective measures needed to eliminate or control safety and health hazards for consideration by the company.

Functions

4.20 Safety Representatives

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 as long as they do not block or interfere with anyone carrying out their legal duty.

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

Safety representatives should agree with ESB Networks 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 Networks reasonable notice.

With permission from the HSA inspector, they may accompany the inspector carrying out a workplace inspection. If an employee asks a Safety Representative to go with them to an interview with a HSA inspector, they should do so.

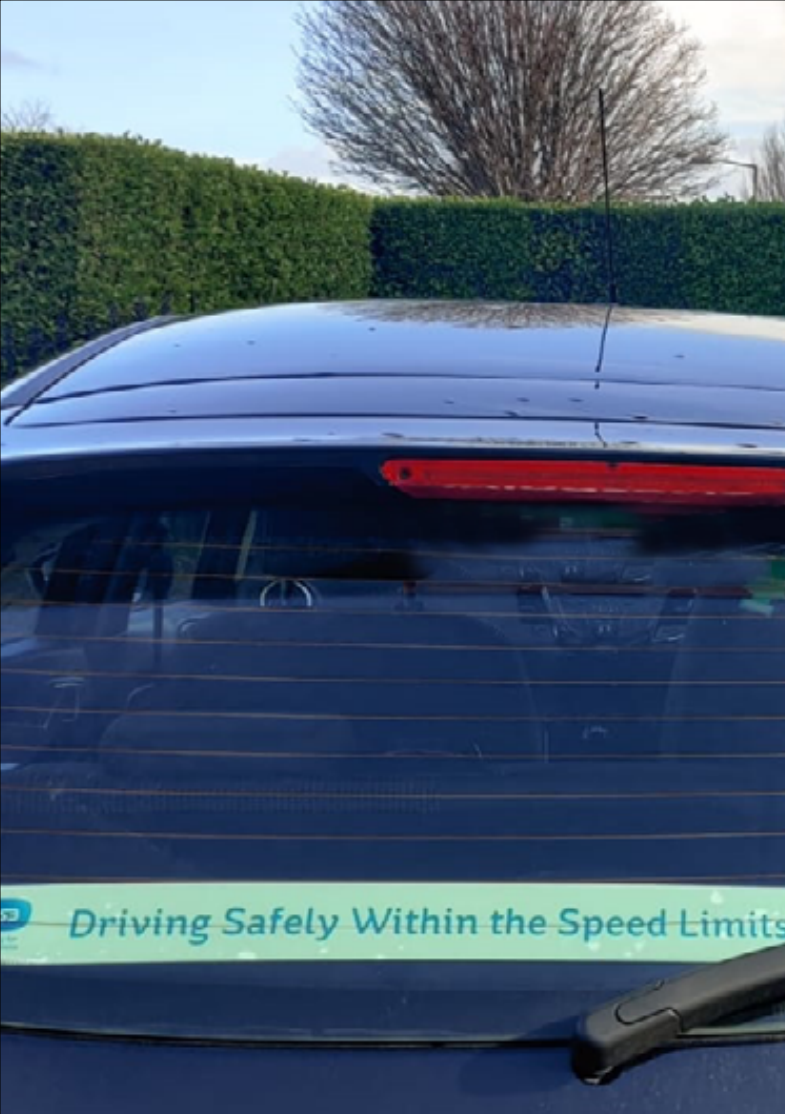
Make representations to HSA inspectors: Safety Representatives may make oral or written representations to HSA inspectors on issues at work including:

- 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 Networks.

for other information Safety representatives – Health and safety Authority


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5. ESB Networks 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, so 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"
- Road Safety Key Performance Indicator Reports, and
- Internal and external stakeholder engagement.

Information and documents are available on the **ESB Road Safety Bureau** intranet and in **OneSource**.

5.2 Fleet management and transport

Vehicles at work are a priority risk management area within the Networks business.

ESB Networks Fleet Tools and Equipment division manages the following for all ESB vehicles:

- Selection
- Scheduling
- Servicing
- Maintenance
- Repair

Fleet Management and Transport aim to ensure that all ESB vehicles are fit for purpose, properly maintained and comply with statutory requirements.

ESB Networks also uses a fleet management system (FMS) to provide information on vehicle performance and safe driving behaviours.

Managers and employees have responsibilities under the Safety, Health and Welfare at Work Act 2005 and Road Traffic Legislation. These are detailed in Procedure ESB Fleet Vehicle Roles and Responsibilities.

5.3 Office safety

ESB Networks is committed to ensuring the safety of employees, visitors and contractors working in ESB Networks offices. More information on office safety can be found in the **Company Standard – Minimum Safety Practices For Premises and Depots**

5.4 Training

ESB Networks provides safety training for all employees. This includes basic first aid, CPR and manual handling, and specific skills or technical knowledge such as operational, telemessing and live work training.

ESB Networks is committed to ensuring that all our employees are trained to a level of competence that allows them to carry out their work competently and safely. Training is provided by ESB Networks Training Centre (NTC) or by other approved, externally contracted, qualified training specialists. Refresher training is carried out as needed to maintain skills or as required by legislation.

5.5 Safety approvals

Some work activities require a specific 'technical competency approval' in addition to training. All approvals must be issued according to the Networks 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 approvals procedure, the divisional Senior Manager authorises it.

5.6 Competence

In addition to the basic competencies necessary to carry out work, ESB Networks ensures that competent people are employed to advise line management on safety issues.

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

5.7 Construction work

Construction work by ESB Networks is divided into two main categories:

- regular routine works, and
- non-regular works.

Under regular routine works, ESB Networks is appointed the PSCS, and is responsible for:

- overhead lines,
- underground cabling work,
- high voltage (HV) station work,
- MV station work,
- patrolling,
- metering work,
- live work at all voltages,
- new works (additions to the system),
- system improvements (additions or alterations to the system),
- fault finding and repairs,
- telecoms and associated activities,
- transport vehicles, and work involving transport and material handling vehicles on a construction site, and
- material handling.

Non-regular works include any standalone work that exceeds 30 days or 500 person days.

5.8 Duties under construction regulations

ESB Networks has developed construction compliance procedures which outline the roles of the Client, PSDP, PSCS and Designers for construction projects.

The Project is in line with the procedures:

- if ESB (as represented by ESB Networks) is the **client**, the Senior Manager responsible for the work takes on the role of **client** representative.
- if ESB (as represented by ESB Networks) is the **PSDP**, the middle manager responsible for the work takes on the role of **PSDP** contact person.
- if ESB (as represented by ESB Networks) is the **PSCS**, a supervisor responsible for the work takes on the role of **PSCS** contact person

5.9 Safe Pass

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

On ESBN construction projects we recommend that all people entering the site who are not carrying out a construction activity have a Safe Pass or CSR card but it is not mandatory. This guidance is in accordance with Safety Health and Welfare at Work (Construction) Regulations 2013 as outlined on the HSA webpage "Who needs to do Safe Pass awareness training?"

5.10 Site induction

All employees, contractors and visitors must be inducted onto construction sites. If employees, contractors or visitors are attending a substation, they must comply with the HV substation induction procedure available on OneSource and sign the substation induction sheet.

5.11 Job Site Safety Plans (JSSP) / Safe System of Work Plans

ESB Networks operates a Safe System of Work Plan. For medium voltage live work, the plan is called the Tailboard Conference. For garage employees, the plan is called the Garage Workplace Safety Plan. For all other work tasks carried out by ESBN staff, the plan is called the Job Site Safety Plan – (JSSP).

Job Site Safety Plan (JSSP) – its importance and training

In developing the JSSP, employees are enabled to establish situation awareness. It also helps them come to a shared decision about the hazards and required control measures that they must put in place before they start work.

All employees must be trained, so they understand and follow the JSSP requirements.

JSSP requirements

The JSSP shall meet the following requirements: It must be completed at the start of each work day and at the start of each new task.

It must be completed on paper or using an electronic device.

It must be reviewed and updated in line with points below.

The JSSP shall all be reviewed and updated when there is: a change in circumstances (for example, when new hazards are identified or there are changes to the work plan), new crew members join the team, a visitor arrives on site (see below), additional equipment arrives on site, a change in location changes for the same work task as per the job description (captured on the JSSP form), a distraction happens or after a break in work.

JSSP shall be developed with crew, communicated and signed

All crew members present shall take part in developing and completing the JSSP. They must then initial or sign the JSSP.

Work on the JSSP shall only start when the person in charge instructs this.
The person in charge can only instruct work to start when they are satisfied that the JSSP is completed with all crew members present. The person in charge must:

- brief visitors on the JSSP
- add visitor's name to the JSSP and make sure visitors add key details

When the person in charge adds the visitor's name to the JSSP, they must also make sure that visitors then: print their name, sign and date the JSSP, and note down the purpose of their visit.

The JSSP must be stored as set out below.
The JSSP shall be kept for 4 months and be available for inspection or review. This might happen, for example, 1) there is an incident – as part of information gathering and learning for auditing and compliance purposes; 2) we need to show how we implemented a Safe System of Work on site to be more proactive about risk management; 3) to help prevent incidents through early hazard identification.

Note: "**Timber Contractors**" must also carry out an Electrical Hazard Risk Assessment (EHRA) where an electrical hazard has been identified. Further details in relation to contractors are in Contractor Management Standard 13.

5.12 Site and workplace safety folders

Site and workplace safety folders contain copies of ESBN Safety Statement, Health and safety Plans, Risk Assessments Method statements appropriate to the work on hand. An electronic version of the Site and Workplace Safety Folder containing almost all the documents stated below is available on OneSource. See link Site & Workplace Folder which is accessible on all ESBN Staff mobile devices. They may also contain some or all of the following:

- ESB Networks procedures
- ESB Networks Company Standards
- ESB Networks work packs– where applicable
- ESB Networks switching plan– where applicable
- ESB Networks Restrictions and alerts
- ESB Networks telemess, permits to work,
- training and approvals details
- tools and equipment test certificates
- Job Site Safety Plan

Note: You can access most of these documents from your work mobile device.

5.13 Communication of safety information

Communication of safety information is a very important part of our Safety Management System. The Engagement Team issues a monthly Safety Communication.

All employees must attend their in-person team meeting where their manager will present the safety communication briefing.

In addition to the monthly safety communication, the following safety communications are in place:

- **Safety Alerts** to inform staff of a relevant announcement like a safety critical incident, or to prepare for a weather event.
- **Safety critical information** from ESB Networks issued by text message.
- Daily safety briefings for major weather events as required.
- Human Factors briefing this allows us discuss the factors that influence our unsafe behaviors, which enables us to intervene and take active measures to prevent them from happening.

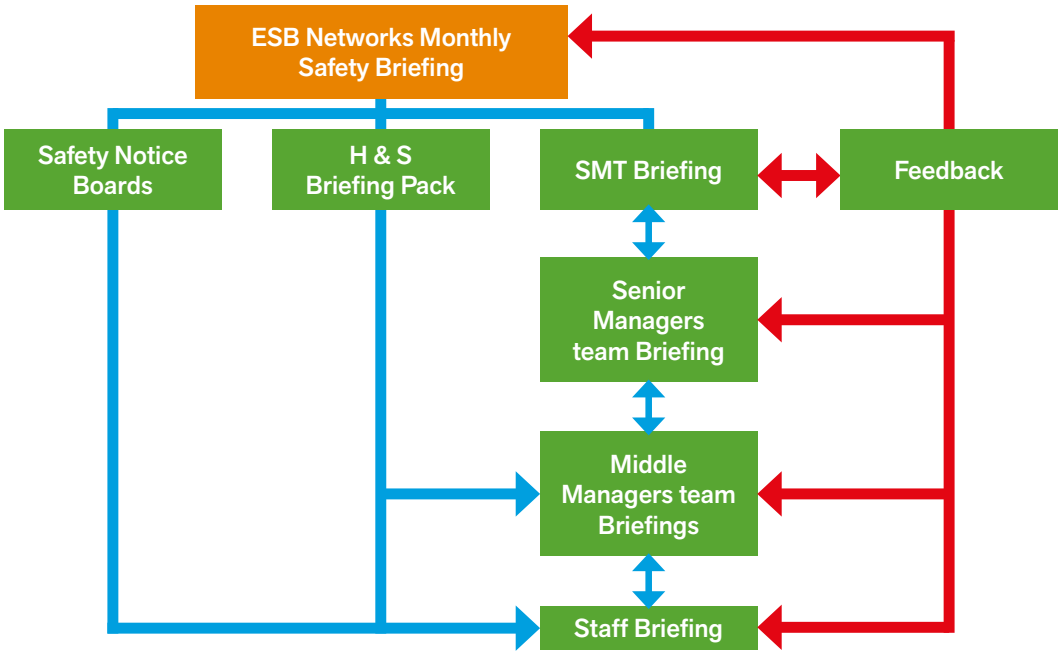
Safety information is shared through two-way communication between employees and management in ESB Networks as follows:

Upward Communication (Consultation)

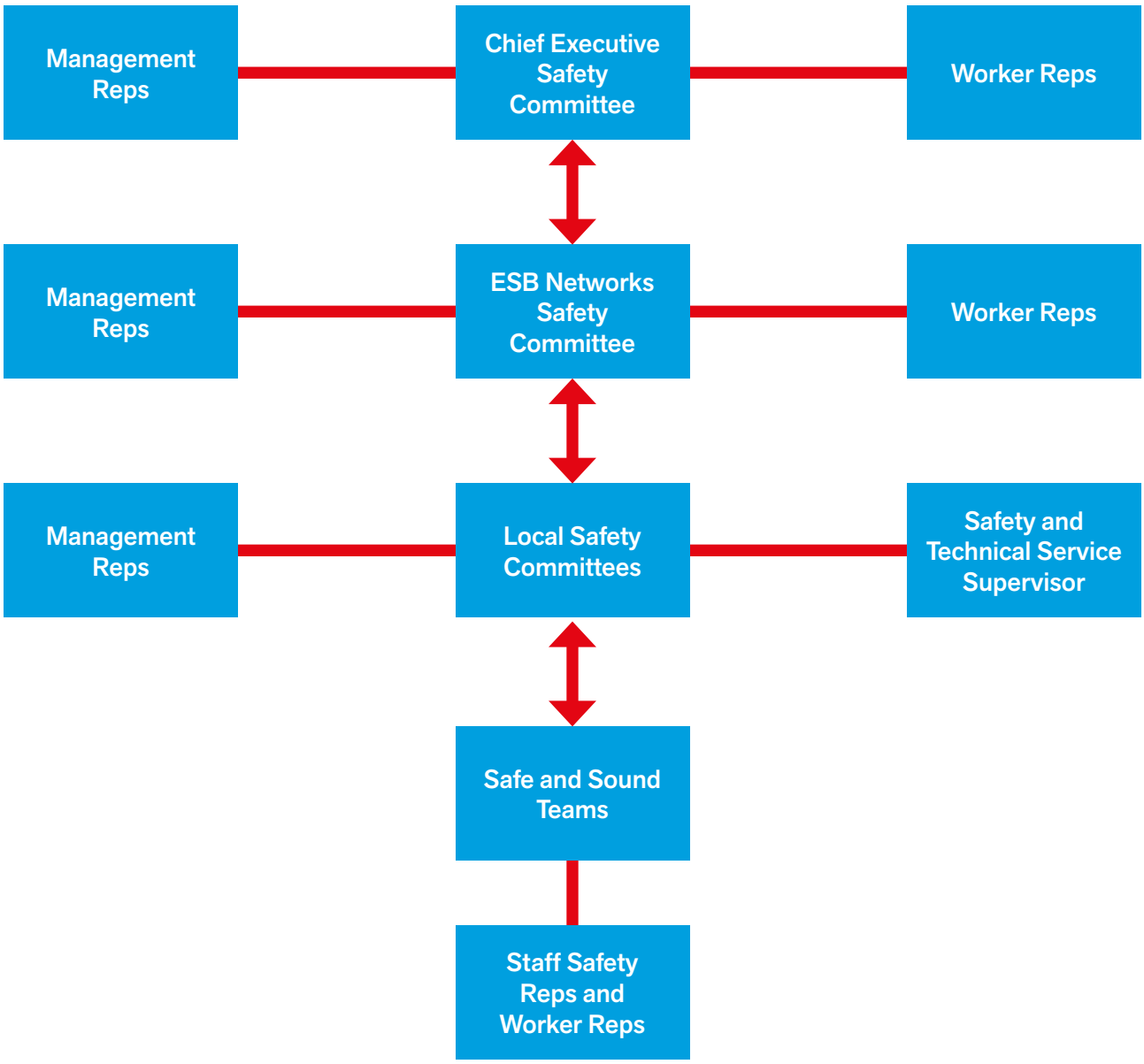
- Good catch reporting
- Incident or near miss reporting
- Safety representatives
- Safety committees
- Working groups
- Safety conversations
- STSS group
- Safe & Sound Leadership Teams'
- Briefing feedback
- Audit suggestions
- Informal discussion

Downward Communication (Briefing)

- Monthly safety briefing
- Safety alerts
- Policies, Company Standards, Procedures, Alerts, Restrictions and Guides – risk assessments
- Safety Notice Boards
- Safety committees
- Safe & Sound Leadership Teams
- STSS group
- ESB Networks intranet
- Audit discussion
- Informal discussion



5.14 Communication and consultation



ESB Networks recognises that it can only achieve a successful safety culture when management and employees co-operate with each other.

ESB Networks 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 and so on
- 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 for safety representatives to enable them to perform their duties,
- promoting safety committees to help with consultation and communication, and
- having in place a national ESB Networks Safety Committee.

The national ESB Networks Safety Committee advises and contributes to the work of the Chief Executives Safety Committee. It includes representatives of management and local safety committees.

Safety committees, both national and local, are supported strongly by management, and are encouraged to bring forward any safety, health and welfare matters for discussion.



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6. Continual improvement and emergency management

6.1 Measuring performance

ESB Networks continually measures and monitors its health and safety performance. Every year, senior management sets key performance indicators (KPIs) for safety. These are monitored by each business line. The KPI information is compiled for analysis on the Networks Safety Reporting - Power BI site.

6.2 Safety audits and inspections

A policy and programme are in place for managers and supervisors to carry out regular safety audits. Audits are carried out according to the Safety Audit Protocol and Safety Assurance Monitoring and are recorded electronically.

Examples of audits include:

- visibility visits,
- behavioural assessments,
- compliance inspections
- occupational health and safety management system internal audits, and
- competency assessments

6.3 Portable tools and equipment

ESB Networks maintain, calibrate and inspect tools and equipment in line with legal requirements and manufacturer recommendations. Refer to the following documents and the OneSource publication portal for more details:

- Procedure Maintenance, Calibration, Regular Inspection of PPE, Portable Tools and Equipment
- Company Standard Maintenance Requirements for Fleet Assets
- Procedure - Commissioning: Calibration of Commissioning Equipment

6.4 Reporting

- All accidents, incidents and dangerous occurrences must be classified, notified and recorded on the Synergi Life system according to Procedure - Incident Classification, Notification and Reporting and investigated according to Procedure – Incident Investigation and Review
- Employees and contractors must report all incidents without delay.
- All lost time injuries (LTI) must be recorded on 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 using the following form ESB Networks P1 Notification Form.
- All P1 (Potential) incidents must be recorded on Synergi Life and notified to the Managing Director and Manager SHW (including Synergi Life reference number) by email within 24 hours using the following form ESB Networks P1 Notification Form.
- All reportable incidents to the Health and Safety Authority (HSA) will be done centrally through the ESBN Incident Reporting & Recording SharePoint site.

Management review and track corrective and preventive actions arising from Lost Time Injuries and P1 Incidents as part of the monthly Incident review meeting.

Reportable accidents and dangerous occurrences

The local Senior Manager or their nominee shall report on the following types of work-related incidents using the ESBN Incident Reporting and Recording SharePoint site. A central liaison then 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 their **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 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 on the Synergi Life system. More serious incidents that result in lost-time injury or significant loss must be reported and formally investigated according to ESB Networks Procedure - Incident Investigation & Review.

6.5 Emergency procedures

All front line managers shall have access to emergency procedures available on OneSource. Local teams shall identify foreseeable emergencies and develop and rehearse procedures in response.

The Emergency Preparedness and Response Plan is a quick reference to emergency contact numbers and links to documents and websites to assist in an emergency response.

The following ESB Networks documents, available on OneSource, contain a range of procedures:

- Emergency Preparedness and Response Plan
- ESB Networks Pandemic Response Plan
- Procedure: Response to reports of Low/Grounded Conductors (LGC) or Contact with Conductor (CWC)
- Company Standard – Minimum Safety Practices For Premises and Depots

Further documents are available on OneSource and include information on the following:

- Fire
- Traffic accidents
- Fallen conductors
- Contact with live network
- Pole top rescue
- Procedure-critical incident management

Employees must be familiar with emergency procedures that apply to them. Technical instructions, manuals, standards and procedures include emergency information specific to the various hazards.

The Distribution Emergency Plan details the requirements for handling major system damage (wind, lightning, blizzard, flood, salt or other pollution, civil or other disturbance) in the case of storms. This plan is reviewed annually or following a major event.

6.6 Critical incident management

Critical incidents are managed in accordance with the ESB Group Standard Safety, Health & Environmental Incidents and ESB Networks Procedure Critical Incident Management.

These set out the requirements for managing critical incident situations affecting ESB Networks' employees and their families, and contractors and their families. These requirements ensure that their needs are recognised and responded to in a timely and appropriate manner.

6.7 Pandemic Response Plan

ESB Networks 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 Networks.

The ESB Group develops protocols and guidelines to ensure a coordinated response in the event of a pandemic along with seasonal communicable infections. These can be accessed on the ESB's intranet Welcome to the ESB Health and Wellbeing Site which you should refer to for the most up-to-date guidance.



7. Management review 54

7. Management review

As part of ESB Network's occupational health and safety management system, a safety management review occurs in each division every year. This review includes:

- results of internal audits and evaluations of compliance with legal and other requirements to which ESB Networks 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 Networks;
- extent to which safety objectives have been met;
- status of incident investigations, corrective actions and preventive actions;
- follow-up 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 Networks to ongoing improvement. They must include any decisions and actions related to possible changes to:

- Occupational Health and Safety performance,
- Occupational Health and Safety policy and objectives, and
- resources and other elements of the Occupational Health and Safety Management System.


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211-D-31803
ESB NETWORKS
1800 372 999

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8. Employee welfare

ESB Networks 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 Networks 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)

Our Health and Wellbeing Programme offers an extensive selection of supports and initiatives aimed at educating, increasing awareness and participation in improving our mental, emotional and physical health.

It includes access to almost 300 mental health first aiders throughout ESB, internal EAP officers, access to a 24/7 support line and counselling for employees and family members. The programme also offers employees the opportunity to be trained as Mental Health First Aiders and become part of a comprehensive programme with continued education and support.

Employees can access the relevant supports for issues such as mental health challenges, physical health challenges, work-related difficulties, financial pressures, relationship issues, bereavements and addiction conditions.

The programme includes monthly webinars focussed on important aspects of health, a monthly bulletin and 100 health and wellbeing champions dispersed through the organisation.

You can access the ESB Health and Wellbeing site for further details and information on other supports including Menopause in the Workplace, Men's Health and Be Active programmes.

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.

The required contents of first aid boxes are detailed on the Company Standard – Minimum Safety Practices for Premises and Depots. Employees are given basic training in first aid, resuscitation and life-sustaining methods. Training is updated at regular intervals and recorded on SAP Success Factors.

ESB Networks work locations, including vehicles, are provided with fully stocked first aid boxes. Replacement materials are available from local first aid safety co-ordinators.

8.4 Stress in the workplace

ESB Networks treats stress in the workplace in the same way as any other workplace hazard. Management will act to prevent risks.

The 24/7 support line, Counselling Service, Mental Health First Aiders, EAP officers and Occupational Health Services can support management and employees in relation to symptoms of stress being experienced in the workplace.

The Health and Wellbeing website also contains helpful information and guidance on managing stress.

8.5 Respect and dignity in the work-place

ESB Networks 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 open-minded attitude with colleagues, customers and suppliers, treating everyone with courtesy and respect. The policy Respect and Dignity for the Individual is available on the intranet.

8.6 Protection for pregnant, postnatal and breastfeeding employees

ESB Networks is fully committed to accommodating and protecting employees who are pregnant, postnatal or breastfeeding. Full details are set out in ESB's Procedure for the Protection of Pregnant, Postnatal and Breastfeeding Employees, which is available on the OneSource.

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 Diversity, Equity and Inclusion at ESB, which is available on the intranet.

8.8 Disability in the workplace

ESB Networks is committed to a policy of equal opportunity in its employment practices. Details are set out in the Disability & Access Homepage which is available on the intranet.

8.9 Young and at-risk groups

ESB Networks has a number of guidance policies and documents to protect young and at-risk groups. They are as follows:

- Procedure Protection of Children and Young workers
- Apprentice Supervision Policy Document while Working on Job Rotations
- Supervisors Guide to the Supervision Policy Document and Completion of the New Apprentice Log Book

These are all available on OneSource.

8.10 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 on how to assess and minimise the risks are outlined in Lone Working control measures to be considered when developing documents available on OneSource.

8.11 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 is a people-led approach. It gives freedom 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. We are doing this while also staying connected by a common purpose, principles and guidelines.

Further information relating to smart working can be found on the Smart Working Hub site.

8.12 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
- Managing Workplace Third Party Violence

8.13 Personal protective equipment

ESB Networks 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 supervisor if they have any medical condition that might be affected by the use of the PPE provided.
- Use specific PPE that includes protection from arcing electricity when carrying out tasks where this hazard exists.

8.14 Chemical safety

Chemical safety within ESB Networks 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 pre-approved chemical agents shall be used within ESB.

For more information see ESB Networks Guide – Safe use of Chemicals

8.15 Biological safety

Biological safety within ESB Networks is managed in accordance with ESB Group Standard - GS-HS-21 Biological Hazards. ESB Networks also complies with the Biological Agents Regulations and Code of Practice 2020.

8.16 Night and Shift workers

Some of ESB Networks staff members fall under the category of “Night and Shift Workers”. Safety training has been made available to them and their supervisors and managers on this topic. The procedure Protection of Night and Shift Workers has been implemented to minimise the risks associated with Night and Shift Working.



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9. Public safety

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

- people or machinery come close to or touch overhead lines or underground cables,
- overhead lines fall to ground, or
- people inadvertently or deliberately interact with our assets.

ESB Networks Public Safety Manager is responsible for co-ordinating public safety management. ESB Networks outlines its public safety policy in ESB Networks – Public Safety Strategy and Action Plan.

9.1 Public awareness campaigns

ESB Networks aims to ensure that the general public are kept aware of the hazards associated with ESB assets including overhead lines and underground cables. Our public safety strategy includes regular advertising campaigns across all media to highlight the dangers of electricity.

Safety literature and safety videos are also available free of charge on www.esbnetworks.ie. Specific safety information is available there for people engaged in construction, agriculture, emergency services, sports and leisure, and education.

ESB Networks has prepared guidance documents for the public, for example:

- Code of Practice for Avoiding Danger from Overhead Electricity Lines (approved by the Health and Safety Authority)
- How you can Avoid Hitting Electrical Cables when Digging and Drilling

These safety documents are freely available online to members of the public and are also available to ESB Staff members on OneSource.

9.2 Construction and maintenance programmes

ESB Networks' assets 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 Networks assets are identified, assessed and controlled.



10. Contractor Management and other interested parties 66

10.1 Contractor Management 66

10.2 Other interested parties 66

10. Contractor Management and other interested parties

10.1 Contractor Management

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

ESB Networks aims to ensure that contractors and their subcontractors performing work or service activities for or on behalf of ESB do not pose a threat to:

- their safety, or
- the safety of our employees or any third parties.

We issue the Contractor Management Standard CMS 13 along with other relevant safety documentation to Contractors at the tender stage. Safety is a key component of the procurement process.

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

10.2 Other interested parties

Joint ventures and partnerships are governed by agreements.

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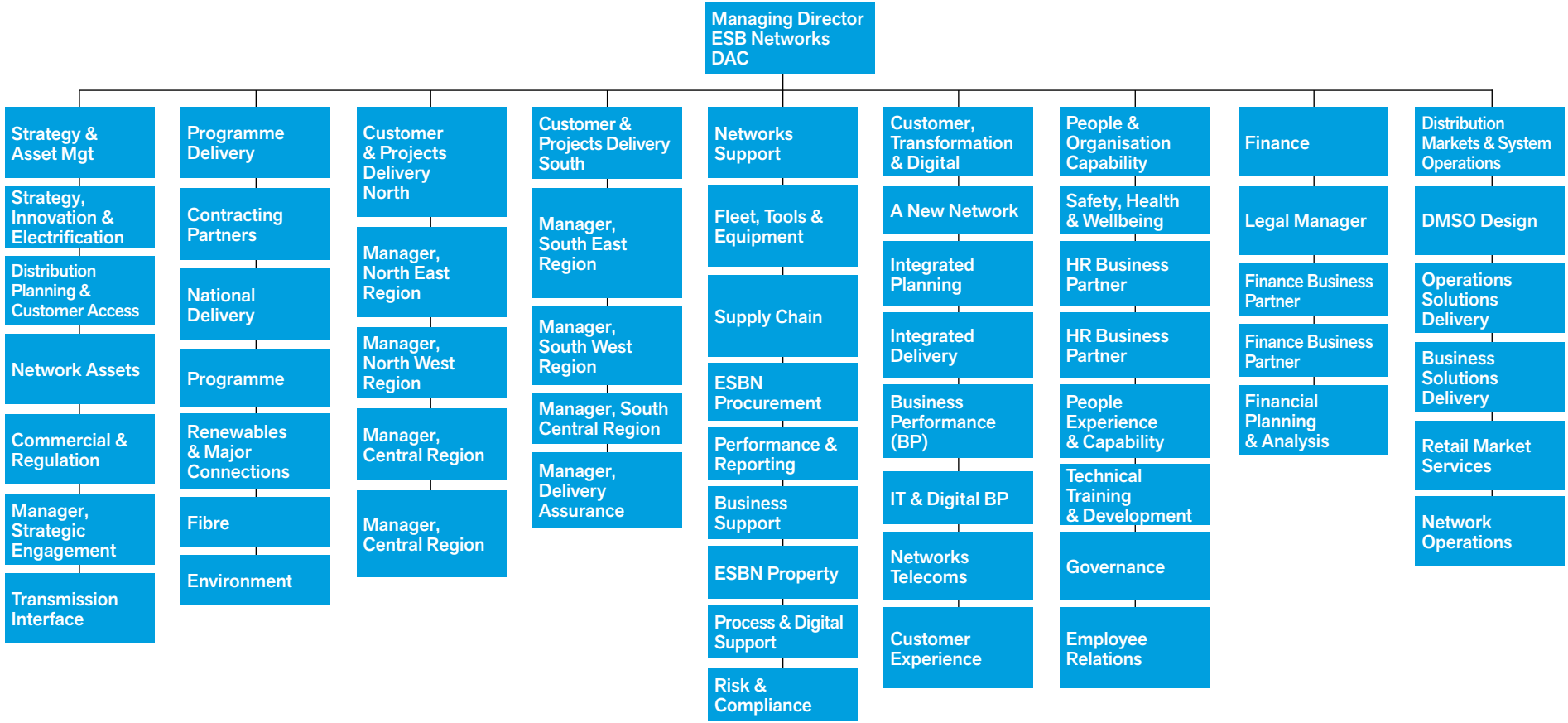
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Annex A. Principles of prevention

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 pre-determined 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 Networks organisational chart



Annex C.
Glossary of terms and phrases

Client

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

Client representative

The Managing Director (MD) or Senior Manager (SM) who has been nominated by ESB Networks to carry out 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.

Enterprise Services

An integral part of ESB which provide a wide range of business and employee services to business units and employees across the Groups.

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 recognised a hazard and acted to ensure the hazard was eliminated or controlled to protect themselves and others.

HSA

Health and Safety Authority.

Injury

Physical harm to a person or people due to an unplanned work-related 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 ill-health

Issuing Authority

A person who is accountable for ensuring that;

- Adequate Policies and Procedures exist for the business function(s) under their authority, and
- Policy and Procedure documents are embedded/complied with, and
- Policy and Procedure documents are assigned to Content Owners.

Senior Management Team (SMT)

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

Lost time injury (LTI)

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

Minor injury

A work-related 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.

PIC

Person in charge.

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 co-ordinating the design activity and the duties specified in the Regulations. In all cases where ESB as represented by ESB Networks assumes this role, the PSDP is ESB as represented by ESB Networks.

Project Supervisor Design Process (PSDP) Contact Person

The competent person who has been nominated by ESB as represented by ESB Networks PSDP 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 ESB as represented by ESB Networks assumes this role, the PSCS is ESB as represented by ESB Networks.

Project Supervisor Construction Stage (PSCS) Contact Person

The competent person who has been nominated by ESB as represented by ESB Networks (PSCS) to carry out duties on behalf of the PSCS.

Public safety incident

In the context of ESB Networks, an incident caused by the actions / inactions of ESB Networks, 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

The risk assessments on the following pages are set out as follows:

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Remote Working from Home – 75 and 76

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Annex D. Risk assessments

Risk Assessment Title:	Biological Hazards		
Document Number:	RA-21	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)
Exposed to Biological Hazards	Infection – for example Legionella and leptospirosis (Weil's Disease).	Employee Contractors	3	4	12	**ESB Networks (ESBN) Management shall ensure the following:** 1. Protective and preventative measures, including hazard identification, risk assessment and associated controls, are in place to minimise the exposure to biological agents. 2. Employees are informed of work practices and technologies where exposure to biological agents is likely. 3. Where chemicals are used to minimise proliferation and / or exposure to biological agents, GS-HS-18 Group H and S Standard on Chemical Hazards and relevant associated procedures are followed. 4. Monitoring is in place in workplaces and/or technologies known to be at risk of biological agent propagation. 5. Appropriate hygiene measures are in place where the risk assessment deems these to be necessary. 6. An appropriate health surveillance programme is in place, where the risk assessment deems it to be necessary, and any issues arising from the programme are acted upon promptly. 7. All relevant personnel are aware of this and implement it and the associated procedures. **Employees shall:** 8. Implement the requirements of this risk assessment and the associated procedures. 9. Cooperate with management in the carrying out of ESBN's responsibilities.	Employee Contractors	2	2	4

Annex D. Risk assessments (continued)

Risk Assessment Title:	Remote Working From Home		
Document Number:	RA-53	Document Revision:	1

			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 environment not set up correctly for remote working	Slip, Trip, Fall, Minor injury, Muscle /Strain, Injury, Stress	Employees	3	4	12	1. Talk to your manager about your situation so that you can agree something reasonable which supports everyone's safety, health and wellbeing. 2. Consider these things when setting up your workspace: a) Have you suitable light, heat and ventilation to work comfortably? b) Are you using your workspace and your work equipment in the most suitable way? c) Is your workspace as tidy as possible and are the floors dry (after spills)? [Both these help prevent accidents like slips, trips or falls.] d) Have you made sure that you put power sockets in safe locations and covered any trailing cables? [Again, doing this help prevents slips, trips and falls.] If you are concerned that you cannot answer "yes" to any of these questions, speak to your manager who will work with you to find a solution. If you think you are in a "sensitive risk" group (example: if you are pregnant or have a disability), please tell your manager so they can provide any necessary additional supports for your home working. 3. Organise work so that regular breaks are taken. Stand and move for one minute at least every hour. You might need to schedule these breaks in your diary. Set a finish time for work as this will help you to separate work from home as much as possible. 4. Vary tasks to ensure you are not in the same position for long periods of time – maybe take some calls standing.	Employees	1	4	4

Annex D. Risk assessments (continued)

Risk Assessment Title:	Remote Working From Home		
Document Number:	RA-53	Document Revision:	1

			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)
Lone Working / Isolation	Accident or Injury at home, stress	Employees	3	4	12	1. Give your line manager a way to contact you, along with emergency contact details, if you haven't already done so. 2. Report any injury arising from work activity to your line manager. Also, if you have work-related Good Catches log them on Synergi Life 3. Maintain regular contact with your colleagues and take some time to just chat with them, maybe even schedule an online coffee break. 4. Agree a routine of core work times with your colleagues to be available for calls and then have flexibility to work outside of that to suit individual circumstances. 5. Have emergency plans in case of fire.	Employees, Managers	1	4	4
Incorrect work posture	Back, neck, leg strain, muscular injury, eye strain	Employees	3	5	15	1. Refer to the DSE Workstation Risk Assessment Checklist when setting up your workstation to make sure it is safe.	Employees	1	5	5
Housekeeping	Slip, Trip, Fall	Employees	3	3	9	1. Ensure that your working area is clutter free so that you can focus easily on the task. 2. Ensure that all important files and laptops are kept locked away securely when not in use.	Employees	1	3	3
Remote Working Location	Fire, electrical fault	Employees	3	5	15	1. Ensure smoke detectors are working and checked regularly. 2. Regularly dispose of waste, including papers, to prevent a build-up of fire 'fuel.' 3. Remove and do not use electrical equipment that sparks or shows signs of burns. 4. Regularly inspect your electrical equipment to check for signsof wear and tear. 5. Switch off equipment when not in use.	Employees, Managers	1	5	5

Risk Assessment Title:	Asbestos		
Document Number:	RA-17	Document Revision:	1.1

			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 with or coming into contact with Asbestos	Asbestosis, Mesothelioma (a type of cancer), Breathing disorders	Employees Contractors	4	5	20	**ESB Networks (ESBN) Management shall ensure the following:** 1. Asbestos Containing Materials (ACM) shall not be used in any new application within ESB business. 2. Removed ACM will not be reused or reinstalled and will be replaced with non-asbestos-containing alternatives. 3. An Asbestos Management Plan and Asbestos Register will be prepared and maintained for each ESB location known to contain, or suspected of containing, asbestos. 4. Competent persons will be appointed to be responsible for the management of ACM and, where applicable, to work with ACM. 5. Employees, who may be likely to encounter asbestos in the course of their work, will be trained to recognise it and to follow appropriate procedures for dealing with suspected asbestos. 6. Work activities involving ACM will be carried out in accordance with legislative requirements and ESB procedures. 7. ESB will provide, on request, a medical screening programme to all current or retired employees with concerns that they may have been exposed to asbestos while employed by ESB. **Employees shall:** 8. Promptly make known to their supervisor / line manager any instances where they know of or suspect the presence of ACM. 9. 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

Risk Assessment Title:	Construction Activities - Interfacing with the Public		
Document Number:	RA-07	Document Revision:	1

			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)
Public interfacing with the asset	Falling overhead lines. Cable dig-in. Asset Integrity resulting in injury.	Employees, Contractors Public	4	4	16	**ESB Networks (ESBN) Management shall ensure the following:** 1. The fixed assets of ESB are designed, procured, developed, built, operated and maintained to make sure, as far as is reasonably practicable, that the health and safety of members of the public is not adversely affected. 2. Public safety is considered in risk assessments of ESB work activities and that control measures are put in place to reduce the risk as far as is reasonably practicable. 3. To proactively monitor the quality of work done by or on behalf of ESB to reduce, as far as reasonably practicable, risk to members of the public. 4. Proactive monitoring and maintenance programmes are carried out to prevent, as far as reasonably practicable, risk to the public arising out of degradation of assets. 5. Processes are put in place and implemented a) to provide information to members of the public, b) to raise awareness of the hazards and risks associated with our assets and activities. 6. Emergency preparedness measures address protection of the public from any hazard arising in emergency situations relating to our assets or work activities. 7. That incidents involving matters of public safety are reported and investigated in line with Safety Management System requirements. **Employees shall:** 8. Take reasonable care to protect their own safety, health and welfare and that of any other person who may be affected by their acts or omissions at work. 9. Take reasonable care to reduce risk to themselves and others due to the potential for members of the public to encroach into the work area or onto ESB property. 10. Report to their line manager any hazard or incident which occurred which has potential to impact upon members of the public.	Employees, Contractors Public	2	2	4

Risk Assessment Title:	Chemical Hazards		
Document Number:	RA-18	Document Revision:	1

			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 with / exposed to chemicals	Fire, explosion, inhalation / ingestion causing injury, chemical burns.	Employees Contractors	4	4	16	**ESB Networks (ESBN) Management shall ensure the following:** 1. All activities under their control / supervision involving Chemical Agents shall be carried out in compliance with all applicable chemical safety legislation. 2. Appropriate resources, competence training in the safe use and handling of Chemical Agents are available to assist in implementing this standard. 3. 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. 4. 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. 5. 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. 6. 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. 7. 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. 8. 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. 9. 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:** 10. Undertake any instruction / training required to manage the risks. 11. 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. 12. Inform management of any difficulties encountered with a Chemical Agent or its safe use.	Employees, Contractors	2	2	4

Risk Assessment Title:	Confined Space		
Document Number:	RA-12	Document Revision:	1

			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 a confined space environment	Risk of flammable or explosive atmospheres. Risk of insufficient oxygen levels resulting in hypoxia (oxygen deficiency), possible death. Excess of oxygen increasing risk of fire. Risk of toxic gases resulting in acute health effects e.g. respiratory distress, chemical burns to lungs, organ damage, possible death. Free-flowing solid or an increasing level of liquid causing drowning or suffocation. Excessively high temperature resulting in heat exhaustion.	Employees, Contractors	5	5	25	**ESB Networks (ESBN) Management shall ensure the following:** 1. Where possible, work in confined spaces is avoided. 2. During the design of any project, consideration is given to how the resultant facilities will be operated / maintained so that the need to enter a confined space is eliminated, where feasible, and minimised in so far as is reasonably practicable otherwise. 3. Where entry to confined spaces cannot be designed out, consider, at design stage, providing safe access and egress (way out) and ways to minimise the risks associated with the hazards of the confined space. 4. Where avoiding work in confined spaces is not reasonably practicable, the hazards of such work shall be identified, the associated risks assessed, and adequate control measures implemented to effectively provide a safe system for the work to proceed. Appropriate hygiene measures are in place where the risk assessment deems these to be necessary. 5. All people involved in confined space work, whether supervising, planning or implementing the safe system of work or taking part in the rescue arrangements, shall be capable of carrying out their roles without compromising their own safety or that of others. 6. All work in confined spaces shall be properly planned, appropriately supervised and carried out in a manner that is, so far as is reasonably practicable, safe and without risk to health. 7. Where a location has a reasonably foreseeable risk of entrapment, whether or not it is a confined space, measures shall be put in place to eliminate this risk of entrapment or ensure that rescue can be called and will attend within a reasonable timeframe. **Employees shall:** 8. Only take on a role in relation to work in a confined space, including supporting those undertaking the actual work, if they are competent and fit to do so. 9. When working in confined spaces (or confined locations with a risk of entrapment), only carry out tasks for which they are competent. 10. When working in a confined location which is not a confined space, take care not to introduce any hazards which could make it a confined space. Examples of this include operating a diesel generator in the location or bringing gas cylinders / welding equipment into the area without implementing the necessary control measures.	Employees, Contractors	2	2	4

Risk Assessment Title:	Construction Safety		
Document Number:	RA-09	Document Revision:	1

			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 with or coming into contact with Asbestos	Poor planning and communication. No clarity on roles and responsibilities. Construction hazards on site.	Employees Contractors	5	5	25	**ESB Networks (ESBN) management shall put systems in place to ensure the following:** 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: 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: 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 cooperate with them. 5. Where ESB is involved in Construction Work, the boundaries of each Construction Site are clearly defined. Where there are multiple construction sites adjacent to each other, the interfaces between those sites are clear and co-ordinated. 6. 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. **Employees shall:** 7. Only agree to act as Agent or Contact Person in relation to a duty holder role if they are competent to do so.	Employees, Contractors	2	2	4

Risk Assessment Title:	Contractor Safety		
Document Number:	RA-08	Document Revision:	1

			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 with Contractors	Contractors not competent to fulfil the role and responsibilities of the contract.	Employees Contractors	4	4	16	**ESB Networks (ESBN) Management, with the assistance of procurement and safety specialists, shall undertake the following:** 1. Encourage the use of framework contracts in preference to one-off contracts, where the nature of the work allows. 2. Pre-qualify prospective contractors based on their health and safety resources, health and safety systems, experience and performance, before allowing them to tender for work. 3. Award health and safety a percentage of the award criteria scoring, where applicable, within the Request For Tender (RFT), in line with the health and safety risk. 4. Require each contractor to co-ordinate and plan their work activities with ESBN and any other relevant parties who may be affected by them. This includes preparing adequate risk assessments and method statements for their works. 5. Monitor contractors on their health and safety performance. 6. Monitor and audit the effectiveness of contractors' safety management systems. This includes carrying out site inspections and auditing to determine if they are meeting the safety and health requirements. 7. Engage with its contractors, where practical, in behavioural based safety programmes. 8. Aim to recognise and promote the highest standards in safety performance.	Employees, Contractors	2	2	4

Annex D. Risk assessments (continued)

Risk Assessment Title:	Driving for Work		
Document Number:	RA-04	Document Revision:	1

			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)
Driving	Road Traffic Accident. Striking or hitting person / object. Fire.	Employees Contractors Public	5	5	25	**ESB Networks (ESBN) Management shall ensure the following:** 1. ESBN staff who drive for work hold an appropriate licence and grey fleet drivers have business class insurance, motor tax and NCT 2. Any fleet vehicle being driven is legally compliant. **ESBN 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'. Do this when driving on 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 licence 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. 10. Ensure that any defect found during a Daily Vehicle Safety Check is recorded in the vehicle defect book. If unsure of vehicle roadworthiness, report to Supervisor or garage immediately.	Employees, Contractors, Public	2	2	4

Risk Assessment Title:	Electrical Safety		
Document Number:	RA-03	Document Revision:	1

			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	**ESB Networks (ESBN) Management shall ensure the following:** 1. All electrical equipment and electrical installations under its control: a) are designed to appropriate standards for safe operation, maintenance, test and inspection including protection against fault conditions; b) are constructed, installed, commissioned, operated, maintained, tested and inspected to appropriate standards and in keeping with the design; c) have accurate and appropriate records / data maintained for all stages in the life cycle of the installation. 2. Procedures are defined and put in place to permit safe work on or near electrical equipment including live work where necessary. 3. 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: 1. Disconnect completely. 2. Secure against reconnection. 3. Check for absence of Operating Voltage. 4. Carry out earthing and short circuiting. 5. Protect against adjacent LIVE parts. 4. Access to electrical equipment and installations is controlled based on risk assessment, competence and authorisation – that is, access is only by authorised person or people acting with the consent, or under the supervision, of a suitably authorised person. 5. Work on or near electrical equipment is: a) risk assessed, planned, organised and supervised so as to minimise the risk to personnel and others; b) only carried out by competent and approved personnel or directly under the supervision of persons with the necessary competence and approval. 6. 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. 7. All relevant employees are aware of this risk assessment and implement it and the associated procedures.	Employees, Contractors Public	2	2	5

Risk Assessment Title:	Excavations		
Document Number:	RA-10	Document Revision:	1

			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 in or around excavations	Burials. Entrapment. Fall from height. Struck by plant. Utility strike causing explosion.	Employees Contractors	5	5	25	**ESB Networks (ESBN) Management shall ensure the following:** 1. Standard procedures are developed, where practical, based on risk assessments. 2. All control measures outlined in the risk assessment, including entry control, are put in place and appropriately maintained for the duration of the excavation. 3. 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. 4. Temporary works design will be put in place where required. 5. Statutory regulatory inspections of excavations will be carried out. 6. No ESBN 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. **Employees shall:** 7. 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.	Employees, Contractors	2	2	4

Risk Assessment Title:	Fixed Plant and Equipment		
Document Number:	RA-17	Document Revision:	1

			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 with Fixed Plant and Equipment	Struck by Fixed Plant. Overturned plant or equipment. Falling off plant or equipment. Equipment failure causing injury.	Employees Contractors	5	5	25	**ESB Networks (ESBN) Management shall ensure the following:** 1. Fixed plant and equipment is procured in such a way as to ensure it complies with relevant national and EU standards, and is fit for use in the proposed location and in the manner intended at the time of purchase. 2. Fixed plant and equipment is safe for use, correctly installed and commissioned. 3. Fixed plant and equipment is provided with appropriately identified and safe systems of controls for starting, stopping and operating it. 4. Fixed plant and equipment is suitably guarded so as not to present a danger to those required to operate it. 5. Fixed plant and equipment is used only for the purposes that was intended. 6. Fixed plant and equipment is used only by people who have received adequate information, instruction and training. 7. Fixed plant and equipment is provided with suitable means of isolation from all power sources to facilitate safe maintenance. 8. Fixed plant and equipment is inspected and maintained in a safe condition in accordance with manufacturers' instructions. 9. Fixed plant and equipment is subject to statutory Inspection and Testing and/ or statutory thorough examination by a competent person, where required, with all necessary records being maintained. 10. Where it is exposed to deteriorating conditions liable to result in dangerous situations, fixed plant and equipment is inspected to ensure faults are detected in a timely fashion so the risk to health and safety is managed. 11. Where it may be subject to deterioration when not in use, fixed plant and equipment is managed using appropriate systems and/ or procedures to prevent or minimise such deterioration where reasonably practicable. 12. Fixed plant and equipment is safely decommissioned when it has reached its life expectancy or is being taken out of service permanently. **Employees shall:** 13. Co-operate with management in carrying out ESB's responsibilities.	Employees, Contractors	2	2	4

Risk Assessment Title:	General Office and Premises Safety		
Document Number:	RA-28	Document Revision:	1

			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 Office / Premises Environment	Slips, trips, falls. Moving plant, vehicles, traffic. VDU ergonomics.	Employees Contractors	3	3	9	**ESB Networks (ESBN) Management shall ensure the following:** 1. The design, provision and maintenance of the workplace is such as to minimise the hazards and risks to health, safety and wellbeing. 2. Identification of workplace hazards, risk assessment of all work activities and implementation of appropriate control measures, applying the hierarchy outlined in the Principles of Prevention. The aim is to minimise, or, if possible, eliminate, the risks to the health, safety and wellbeing of employees in the workplace. 3. Communication of the risk assessments to all relevant employees. 4. Provision of systems of work that are planned, organised, performed, maintained, regularly reviewed and revised as appropriate so as to minimise the risk to the health, safety and wellbeing of employees. 5. Provision of information, instruction, training and supervision as necessary to ensure the safety, health, and welfare at work of employees. 6. Workstations are ergonomically suitable to both the employee / worker and the work to be performed and, where necessary, can be adjusted for use by different employees. 7. Systems are in place to eliminate, in so far as is reasonably practicable, the occurrence of improper conduct or behaviour likely to put the safety, health or wellbeing at work of employees at risk. Those who fail to comply are disciplined.	Employees, Contractors	2	2	4

Risk Assessment Title:	Hot Works		
Document Number:	RA-11	Document Revision:	1

			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)
Hot Works	Fire. Severe Burns. Electrocution.	Employees Contractors	4	4	16	**ESB Networks (ESBN) Management shall ensure the following:** 1. 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. 2. All Hot Works are properly planned and organised. 3. Safe Systems of Work are in place for all Hot Works, and the risk of fire after completion of the work is considered. 4. Safe Systems of Work used to identify safety equipment and PPE to be used. 5. People carrying out Hot Works are competent for the task. 6. Equipment used for Hot Works is properly inspected and maintained. 7. Risks from ignition / combustible sources are properly controlled. **Employees shall:** 8. Not put themselves or others at unnecessary risk. 9. Not use defective equipment. 10. Check the equipment before use. 11. Report any defect found as soon as possible.	Employees, Contractors	2	2	4

Risk Assessment Title:	Lone Working		
Document Number:	RA-22	Document Revision:	1

			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 on your own (lone working)	Fall. Lost during work. Violence. Aggression. Injury.	Employees Contractors	3	4	12	**ESB Networks (ESBN) Management shall ensure the following:** 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. 4. When ESB employees are lone working on third party premises, they make contact with **Employees shall:** 5. Bring any defects they observe in procedures and/or equipment to the attention of line management as soon as possible, and stop work until they receive instruction. 6. Disclose (report) any health issues of which they become aware which, based on the information provided by their doctor, may impact on their ability to perform any lone work associated with their role. 7. 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. 8. Notify their manager immediately in the event of an incident or near miss.	Employees, Contractors	2	2	4

Risk Assessment Title:	Manual Handling		
Document Number:	RA-25	Document Revision:	1

			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)
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	**ESB Networks (ESBN) Management shall ensure the following:** 1. Measures are taken to avoid or reduce the need for manual handling of loads which involves a risk of injury (particularly to the back). 2. Manual handling issues are considered at planning stage, including design / selection of plant, equipment, fixtures, work layout and work practices 3. The provision of suitable mechanical aides for lifting and pulling, ensuring that they are properly tested and inspected in accordance with regulations. 4. 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. 5. Employees reporting any manual handling hazards, risks or incidents are facilitated. 6. 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. 7. Suitable control measures are identified and implemented to manage the risk. 8. 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. 9. Manual handling training solutions and refresher training solutions are provided by Competent Persons / training organisations.	Employees, Contractors	2	2	4

Risk Assessment Title:	Mobile Plant and Lifting Equipment		
Document Number:	RA-14	Document Revision:	1

			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)
Mobile Plant and Lifting Equipment	Falling object. Struck by moving plant. Failure of plant / equipment causing injury.	Employees Contractors	4	4	16	**ESB Networks (ESBN) Management shall ensure the following:** 1. Risk assessments are carried out for the use of mobile plant and lifting equipment, appropriate control measures are put in place and implemented (including exclusion zones, signage and other warnings as required). The risk assessments are communicated to the relevant personnel. 2. The selection of the correct mobile plant or lifting equipment for the task, and that such equipment is only used in where it is deemed fit according to manufacturers' instructions and equipment ratings. 3. Only competent persons operate mobile plant and lifting equipment on behalf of ESB and, where required by legislation, these persons hold the appropriate Construction Skills Certificate Card (CSCS card). 4. Those assisting mobile plant or lifting equipment operators in the performance of their tasks (for example, signallers or slingers or those maintaining an exclusion zone) are competent and clearly identified as fulfilling the particular role for the task in hand. 5. Only competent persons are permitted to repair, modify, service and maintain ESB's mobile plant and lifting equipment. This work is subject to subsequent inspection and testing (and certification where required by legislation) before return to service of the plant or equipment. 6. Inspection, maintenance and test records shall be kept for a minimum of 5 years. 7. All mobile plant which travels under its own propulsion on public roads shall comply with the appropriate requirements for road worthiness and the requirements of GS-HS-02 Group H and S Standard on Driving for Work. 8. Where made aware of possible defects through alerts such as manufacturer notifications, recalls or Statutory Authority Safety Alerts, they will be acted on and **Employees shall:** 9. Only operate, maintain or inspect mobile plant and/or lifting equipment if competent to do so. 10. Report any defects in mobile plant or lifting equipment to line management and remove them from service until the defects are addressed.	Employees, Contractors	2	2	4

Risk Assessment Title:	Portable Tools and Equipment		
Document Number:	RA-15	Document Revision:	1

			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 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	**ESB Networks (ESBN) Management shall ensure that all Portable Tools and Equipment under its control are as follows:** 1. Selected, taking in to account the working conditions, characteristics and hazards in the place of work. They shall be suitable for the purpose for which they are used, and suitable for the environment and conditions to which they will be exposed. 2. Inspected, maintained and/or tested by competent persons in line with manufacturers' instructions and statutory requirements. Where the inspection, maintenance or testing has a definite expiry date or next test due date, the tool or equipment shall not be used beyond that date. Inspection maintenance and test records shall be kept for a minimum of 5 years. 3. Operated by competent employees or, where legislation permits, employees under the immediate supervision of a competent employee and inspected by them before use. 4. Supplied with information and instructions that can be given to any employees operating the device, along with all necessary training (including any training specified in legislation). 5. Removed from service when faulty, damaged or malfunctioning. Where ESB Network Management are made aware of possible defects through alerts such as manufacturer notifications, recalls or HSA Safety Alerts. These shall be acted upon and reported to relevant employees as soon as is reasonably practicable. 6. Where it is not possible to use the equipment without risk to health or safety, subject to Risk Assessment, appropriate additional control measures, including provision and use of appropriate PPE, are put in place to minimise the risks. 7. Where employees using portable tools and equipment are exposed to risk from mechanical vibration, high levels of noise or artificial optical radiation, they or their representative, or both, are provided with suitable and sufficient information, instruction and training. **Employees shall:** 8. Report any faulty, damaged or malfunctioning portable tools or equipment to line management and stop using them immediately.	Employees, Contractors	2	2	4

Risk Assessment Title:	Public Safety		
Document Number:	RA-07	Document Revision:	1

			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)
Public interfacing with the asset	Falling overhead lines. Cable dig-in. Asset Depreciation resulting in injury.	Employees Contractors Public	4	4	16	**ESB Networks (ESBN) Management shall ensure the following:** 1. To design, procure, develop, build, operate and maintain the fixed assets of ESB in a manner which ensures, as far as is reasonably practicable, that the health and safety of members of the public is not adversely affected. 2. Public safety is considered in risk assessments of ESB work activities and that control measures are put in place to reduce the risk as far as is reasonably practicable. 3. To proactively monitor the quality of work done by or on behalf of ESB to reduce, as far as reasonably practicable, risk to members of the public. 4. Proactive monitoring and maintenance programmes are carried out to prevent, as far as reasonably practicable, risk to the public arising out of degradation of assets. 5. Processes are put in place and implemented to provide information to members of the public, and raise awareness of the hazards and risks associated with our assets and activities. 6. Emergency preparedness measures address protection of the public from any hazard arising in emergency situations relating to our assets or work activities. 7. Incidents involving matters of public safety are reported and investigated in line with Safety Management System requirements. **Employees shall:** 8. Take reasonable care to protect their own safety, health and welfare and that of any other person who may be affected by their acts or omissions at work. 9. Take reasonable care to reduce risk to themselves and others due to the potential for members of the public to encroach into the work area or onto ESB property. 10. Report to their line manager any hazard or incident which has potential to impact upon members of the public.	Employees, Contractors, Public	2	2	4

Annex D. Risk assessments (continued)

Risk Assessment Title:	Working at Height		
Document Number:	RA-05	Document Revision:	1

			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 at height	Fall from height. Falling objects. Overturned / Failure of plant and equipment resulting in injury.	Employees Contractors	5	5	25	**ESB Networks (ESBN) Management shall ensure the following:** 1. Where possible, working at height is avoided. 2. 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. 3. 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. 4. 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. 5. 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. 6. For all work at height activities, appropriate rescue plans are put in place. 7. 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. 8. 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. 9. All control measures, including safe access (way in) and egress (way out), are provided, used and maintained. 10. All statutory records associated with work at height are put in place and kept for at least 5 years. 11. The requirements of this policy are clearly detailed in all contracts involving work at height on ESB's behalf. 12. All those who use work at height equipment are trained in the use of the equipment and competent to use it.	Employees, Contractors	2	2	4

Annex D. Risk assessments (continued)

Risk Assessment Title:	Psychosocial risk		
Document Number:	RA-54	Document Revision:	2

			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)
Bullying and Harassment	Effects on physical health (raised blood pressure) Effects on mental health (stress, anxiety, depression) Isolation Low morale	Employees	3	4	12	**ESB Networks (ESBN) Management shall ensure the following:** 1. Maintain a workplace environment that encourages and supports the right to dignity at work for all employees andwhich is free from all types of inappropriate behaviour including bullying, harassment and sexual harassment. 2. The ESB Policy for Respect and Dignity for the Individual is brought to the attention of all staff so that all employees are aware of the contents and have access to the relevant information. 3. Appropriate mechanisms, processes and supports are in place to deal with any incident of bullying for all parties involved in a fair and just manner. 4. Any allegations of bullying are treated with fairness, sensitivity and respecting the need for confidentiality for parties concerned. **Employees shall:** 5. Be aware of ESB Respect and dignity policy. 6. Treat every person with politeness, courtesy and respect when carrying out work. 7. Behave at all times with integrity, honesty and openness. 8. Treat everyone fairly, and as they would like to be treated themselves. 9. Value difference in others and the contribution they make. 10. Be aware of how your behaviour may impact on others and change it if it is likely to cause offence or has caused offence. 11. Only put in writing what they are prepared to say in person, and vice versa. 12. Be sympathetic to others who may be going through a difficult time.	Employees	2	2	4

Risk Assessment Title:	Psychosocial risk (Continued)		
Document Number:	RA-54	Document Revision:	2

			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-related stress (Demands, Control, Change Role, Relationships, Available support, Stressful work Environment, Critical incident)	Increased absences, Increased conflicts, Increased anger/ emotional upset for those effected, Isolation, Low morale, Effects on physical health, (for example raised blood pressure, tension headaches), Effects on mental health, (for example anxiety, depression).	Employees	4	4	16	**ESB Networks (ESBN) Management shall ensure the following:** 1. **Workload management:** Ensure that workloads are reasonable and manageable for employees by setting realistic deadlines, prioritising tasks, and providing adequate resources and support. 2. **Clear communication:** Foster open and transparent communication between managers and employees to clarify expectations, provide feedback, and address concerns promptly. Encourage regular team meetings and one-on-one discussions. 3. **Training and support:** Provide training programmes on stress management, resilience, time management, and effective coping strategies. Offer resources such as Employee Assistance Programmes (EAPs), 24/7 Confidential Counselling Support (1800 303 712), or wellness initiatives. 4. **Promote a supportive culture:** Cultivate a supportive work environment where employees feel valued, respected, and appreciated. Encourage teamwork, collaboration, and mutual support among colleagues. 5. **Empowerment and autonomy:** Delegate authority and decisionmaking responsibilities to employees whenever possible, allowing them to have more control over their work processes and outcomes. 6. **Physical environment improvements:** Create a comfortable and ergonomic workspace that minimises physical stressors such as noise, temperature extremes, poor lighting, or uncomfortable furniture. 7. **Conflict resolution:** Implement effective conflict resolution processes to address interpersonal conflicts or disagreements in a constructive manner, reducing tension and stress among team members. 8. **Promote work-life balance:** Encourage employees to take breaks, vacations, and time off to recharge and prevent burnout. Discourage excessive overtime or unrealistic expectations regarding work hours. 9. **Regular feedback and recognition:** Provide regular feedback and recognition for employees' efforts and achievements. Acknowledge their contributions and celebrate successes to boost morale and motivation. 10. **Change:** Any change occurring in the workplace must be adequately communicated to employees in a way which allows them process and understand the impact of change on their duties and responsibilities. For further information on managing work related stress, refer to section 8 (Employee welfare) of this document for more guidance and support.	Employees	1	4	4

Risk Assessment Title:	Fire		
Document Number:	RA-13	Document Revision:	1

			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 ESBN work activities which may result in Fire / explosion	Fatality, Burns, Explosion	Employees Contractors Public	4	5	20	**ESB Networks (ESBN) Management shall ensure the following:** 1. ESB Network 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. 2. Fire safety risk assessments are carried out in each place of work. 3. Fire safety controls and their maintenance are documented in each place of work. 4. Fire prevention, protection and control measures complaint with current legislation and standards are in place. 5. Appropriate means of raising the alarm and informing occupants of the presence of fire. 6. There is an adequate number of trained and competent people to act in the event of a fire incident. 7. Statutory inspections and maintenance registers are maintained for fire safety systems. 8. Fire exits and escape routes are provided, clearly marked and unobstructed at all times. 9. Employees receive appropriate training on procedures to follow on discovery of fire, on hearing the fire alarm and on evacuating site. 10. Fire emergency evacuation drills are conducted on a regular basis. **Employees shall:** 11. Implement the requirements of this risk assessment. 12. Cooperate with management as it carries out ESB's responsibilities.	Employees Contractors Public	2	3	6

Risk Assessment Title:	Working in or near water		
Document Number:	RA-51	Document Revision:	1

			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	3	3	9	**ESB Networks (ESBN) Management shall ensure the following:** 1. Where possible, work in or near water is avoided. 2. All work in or near water shall be properly scoped, planned and organised, including arrangements for the prompt rescue of any person in danger of drowning. 3. 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. 4. 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 minimise the consequence of falling into water. 5. 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. 6. 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. 7. Appropriate work equipment shall be selected and used so that the place where work in or near water is carried out is safe. 8. Where work in or near water is required, suitable rescue equipment shall be provided and kept in a fit state, ready to use. 9. 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. 10. Personal flotation devices, where required are worn. 11. All diving operations carried out for or on behalf of ESB shall be carried out by competent persons and in full compliance with the legislative requirements associated with the activity. All contracts for diving shall include such requirements. **Employees shall:** 12. 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.	Employees, Contractors	2	2	4

Risk Assessment Title:	Explosive Atmospheres		
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			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 an ATEX environment	Fire, Explosion, Severe Burns	Employees Contractors	5	5	25	**ESB Networks (ESBN) Management shall ensure the following:** 1. Insofar as is reasonably practicable, creating new places with potential for explosive atmospheres is eliminated at design stage. 2. Any place under ESBN control which has the potential for explosive atmospheres to arise is clearly identified. **ESBN Management shall ensure that:** 3. A Competent Person will ensure that the workplace, work equipment and any associated connecting device in, or used in, those places are designed, constructed, assembled, installed, inspected, maintained, and operated by competent people to (a) minimise the risks of an explosion, and, (b) control or minimise the extent of the explosion if one occurs. 4. A suitable and appropriate explosion risk assessment is undertaken and appropriate control measures are identified. 5. The following order of priority is applied in determining the control measures (both technical and organisational) that are most appropriate to the nature of the operation: a. prevent the formation of explosive atmospheres, b. avoid ignition of explosive atmospheres, c. mitigate against the detrimental effects of an explosion, and where necessary, the above measure shall be combined and supplemented with measures against the propagation of explosion. 6. Control measures include, but are not limited to, provision of: a. sufficient and appropriate training and instruction, b. written procedures for all work in hazardous places, including a permit to work system, c. appropriate PPE, warning systems (optical and/or acoustic) and escape facilities to protect employees from an explosion, d. coordination of the implementation of control measures with any others in the workplace, e. appropriate measures to minimise the risks to employees and others from the physical effects of an explosion.	Employees, Contractors	2	3	6

Risk Assessment Title:	Explosive Atmospheres (continued)		
Document Number:	RA-26	Document Revision:	1

			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 an ATEX environment	Fire, Explosion, Severe Burns	Employees Contractors	5	5	25	**ESB Networks (ESBN) Management shall ensure the following:** 7. Those places where explosive atmospheres may occur are classified into hazardous or non-hazardous places, with hazardous places being further identified into zones and appropriate signage being erected at or near each entry point to the hazardous place. 8. Before a workplace containing a place that is classified as hazardous is used for the first time, the overall explosion safety of both the workplace and that place it contains, including the implementation of all necessary control measures, is verified by a competent person. 9. Having carried out an explosion risk assessment, an Explosion Protection Document (EPD) is prepared, as soon as practicable and, in any case, before work starts. 10. The EPD has a clearly defined review period and the date of the next review is clearly indicated on it. 11. Regardless of when the EPD is next due for review, it shall be revised as necessary if the workplace, work equipment or organisation of work undergoes significant changes, extensions or conversions. 12. Plant, equipment, protective systems and any associated connecting devices are only brought into service in hazardous places if the EPD indicates that they can be safely used in an explosive atmosphere. 13. All equipment certified for use in hazardous areas is inspected and maintained at regular intervals in accordance with relevant standards and a register of such equipment, and its inspection and maintenance records, is maintained. 14. Procurement, supported by competent persons, shall ensure that the requirements of Safety, Health and Welfare at Work (General Application) Regulations 2007 Part 8: Explosive Atmospheres at Places of Work and ESB Group standard - Explosive atmospheres are followed. **Employees shall:** 15. Only carry out work on equipment located in a potentially explosive atmosphere when competent and authorised to do so. 16. Bring any defects they observe in equipment or installations associated with locations classified as having potentially explosive atmospheres to the attention of management as soon as possible and stop use of such equipment while the defect remains. 17. Implement the requirements of this risk assessment and the associated procedures. 18. Cooperate with management as it carries out ESB's responsibilities.	Employees, Contractors	2	3	6