

The Safety Representatives' Charter

Every colleague and contractor working for Northern Powergrid should go home at the end of each shift uninjured and in good health after a productive days work.

Working with electricity is hazardous and therefore this goal can only be met by a relentless drive to maintain and improve safety standards. In pursuit of this goal, the unions and the Company commit to examine the root causes of both process and behavioural events that could cause an accident so we can meet the demanding target of zero accidents. The unions and the Company also are committed to improving occupational health including working on joint initiatives to deliver improved health and well-being.

In addition to their legal rights and responsibilities, Safety Representatives play a vital role in promoting safety and challenging acts that pose a hazard to themselves and their colleagues. The unions and Northern Powergrid recognise that the goal of zero accidents needs the commitment of Safety Representatives. This statement sets out the role and responsibilities of Northern Powergrid, the four recognised unions (Prospect, GMB, Unison and Unite), line managers and Safety Representatives so we can work towards our common goal of preventing **all** accidents.

Nothing in this statement reduces the statutory rights of Safety Representatives.

Safety Representatives

Safety Representatives recognise the importance of their role in maintaining and improving health and safety. They shall:

- Undertake safety inspections at least four times each year;
- Make at least one safety inspection each year in cooperation with and accompanied by a line manager;
- Constructively challenge acts, omissions and behaviours likely to pose a safety risk and document and share findings of inspections with line management in a timely manner;
- Participate in accident and incident investigations to establish root causes. This may include an inspection of the incident site and participation in Panels of Inquiry;
- Enhance their own skills and competence by proactive engagement in training opportunities;
- Communicate with colleagues and line managers and use Company processes and union facilities to achieve a swift and clear response to any safety concerns;
- Proactively and constructively promote a positive safety culture that identifies and reports hazards and near misses and seeks to resolve them.

Line Managers

Line managers are a key influence on Safety Representatives and their support is essential to the effectiveness of the role. They shall:

- Recognise the rights of Safety Representatives to fulfil their statutory duties;
- Support Safety Representatives so they can carry out safety inspections and incident investigations;

- Schedule sufficient time for Safety Representatives to undertake inspections four times each year, one of which will be undertaken with a line manager;
- Undertake joint inspections with Safety Representatives where requested;
- Receive safety inspection reports positively and respond promptly to any necessary actions;
- Respect the commitment of Safety Representatives to their role and recognise this when appraising and assessing safety reps.

Trade Unions

Trade Unions value the important work of Safety Representatives and recognise that their activity is essential to achieve our target of maintaining and improving health and safety. They shall:

- Maintain an effective network of Safety Representatives across all of Northern Powergrid;
- Provide suitable training and information, both jointly with Northern Powergrid and through the unions' own resources;
- Provide relevant and focussed information to Safety Representatives to enable them to perform their duties;
- Use established Company reporting processes such as safety forums, HESACs and incident investigations to promptly address significant issues raised by Safety Representatives in the pursuance of their duties;
- Contribute to the strategic safety planning and delivery that establishes a robust safety management system to address root causes of accidents;
- Work to create a collaborative safety culture where difficult root causes are addressed and where individuals take responsibility for safety improvements;
- Use the trade union communication and reporting machinery to ensure Safety Representatives conduct timely inspections.

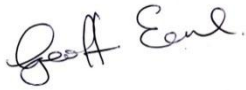
Northern Powergrid

Northern Powergrid recognises the valuable contribution of Safety Representatives and will ensure that Safety Representatives are supported in undertaking this vital role. Northern Powergrid will:

- Consider all reasonable requests from Safety Representatives and provide time and facilities during the normal working day to enable them to discharge their duties;
- Monitor the quality of inspection reports submitted by Safety Representatives and responses provided by line management to issues raised;
- Offer training and information to Safety Representatives both directly and through HESAC structures, so their skills and knowledge are regularly updated;
- Involve Safety Representatives in accident / incident investigation, including Panels of Inquiry, so root causes of accidents, incidents and near misses are fully understood and addressed;
- Consult Safety Representatives, through HESAC, about changes in health and safety policy and national safety initiatives.

Commitment

We **ALL** recognise the valuable role of Safety Representatives and we are committed to fulfilling the objectives set out in this statement.

A handwritten signature in black ink that reads "Geoff Earl".

Geoff Earl
Director of Safety, Health & Environment

A handwritten signature in black ink that reads "Andy Bilclough".

Andy Bilclough
Director of Field Operations

A handwritten signature in black ink that reads "Mike MacDonald".

Mike MacDonald
Prospect

A handwritten signature in black ink that reads "Tristan Chard".

Tristan Chard
GMB

A handwritten signature in black ink that reads "Kelvin Mawer".

Kelvin Mawer
Unite the Union

A handwritten signature in black ink that reads "D. Walker".

Donna Walker
GMB

A handwritten signature in blue ink that reads "Pat McCourt".

Pat McCourt
Unite the Union

A handwritten signature in blue ink that reads "Conor McArdle".

Conor McArdle
Unison