

Health, Safety & Wellbeing Policy Statement

January 2026

At GB Railfreight, our mission is to safeguard people, communities, and the environment by operating a safe and sustainable business. We believe that every individual has the right to work in an environment where wellbeing is valued, risks are controlled, and safety is never compromised.

We are committed to eliminating risk wherever practicable, complying with and exceeding legal and industry standards, and embedding health, safety, and wellbeing into everything we do. Our dedication is not limited to compliance – it is about creating a culture where safety is proactive, wellbeing is prioritised, and continuous improvement is embraced.

Our people are at the heart of what we do. Managers and supervisors are entrusted to integrate safety into daily operations, communicate openly, and value concerns raised by employees. Employees are empowered to work safely, meet their obligations, and report hazards, near misses, or unsafe conditions so that lessons can be learned and risks removed or mitigated. Together, we build a workplace where responsibility is shared, accountability is clear, and everyone understands the behaviours that are required of them.

We also recognise the importance of collaboration beyond our organisation. GBRf will consult with Union Health & Safety Representatives, share best practice with freight operators and third parties, and promote transparency in reporting. By working collectively, we strengthen the industry and protect the communities we serve.

Wellbeing is central to our overarching objective. We understand that a healthy workforce is vital to maintaining our position as a leading operator and upholding our company values. We are committed to initiatives that support mental and physical health, ensuring our people feel safe, supported, and valued.

Our approach is governed by a 5-year Safety Strategy, with each year having a defined Annual Plan complete with a set of target conditions. Beyond this we challenge ourselves by setting a suite of Safety KPIs that are monitored and reported through a monthly Executive Safety Forum.

We will communicate this Policy to all employees and make it available to key stakeholders upon request. This policy will be reviewed periodically, and where necessary revised in the light of changes.

Kind Regards



John Smith OBE
Chief Executive Officer | GB Railfreight | January 2026