

## COMPETENCY MANAGEMENT POLICY STATEMENT

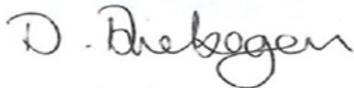
The growing complexity of the rail industry has led to an even greater demand for organisations to be able to demonstrate that employees are competent for the work that they undertake. In the area of Safety critical work, it is vital that D2 Rail & Civils Limited can demonstrate staff, are competent in the work they undertake and that there are systems in place to maintain competency and to ensure that only competent staff are selected to undertake safety critical work.

We have a policy that systems will be visible, effective and managed so far as is reasonably practicable to ensure the risks of safety critical work being carried out by staff not yet competent for the work that they undertake is eradicated.

As CEO of D2 Rail & Civils Limited, I recognise that competency management is an integral part of our business. It is therefore my policy that within D2 Rail & Civils Limited we will as our minimum objective comply with all legal and Network Rail's requirements on Competency Management. D2 Rail and Civils Ltd will continue to seek ongoing, cost effective improvements to our Competency Management System. The need to demonstrate competency will be key to all aspects of D2 Rail & Civils Limited operations from recruitment and training through to assessment and competency verification and in the selection of staff to undertake Safety critical work.

I shall ensure that adequate training and support is provided to Line Managers, and staff who have responsibilities defined within our Competency Management System to be implemented effectively. I shall also set objectives for Line Managers and others and allocate to them the responsibility of achieving those objectives through the implementation of the Competency Management System procedures and processes. Staff, that are competent to undertake Safety critical work will be involved in the management process to gain commitment to my policy at all levels of our organisation.

I shall review my Policy annually to see that it continues to meet the ideal of ensuring that only those competent to do so, will undertake Safety critical work.

A handwritten signature in black ink, appearing to read 'D. Diebegen'.

**Signed**  
**CEO**

**Date: 11<sup>th</sup> January 2022**