

	Just Culture Policy	Issue number: 06	Document Reference: OSL/IMS/POL/005
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OSL adopt a 'Just Culture' Policy whereby the business is always endeavouring to learn from previous events on our journey of continual improvement and to improve our safe systems of work and business maturity.

It is also our commitment to encourage all our employees to engage and share new ideas and initiatives with pro-active feedback for business improvements. It is also important that our core team are actively involved in the risk assessment process and provide input into safe system of work adopted.

We encourage our workforce to be open and honest when reporting of accidents / incidents and Close Calls to enable the business to actively identify ways to prevent further occurrence and share lessons learnt both internally and with our business partners.

The 'Just Culture' Policy doesn't instigate the disciplinary procedure in event of genuine lapses or mistakes, but identifies underlying reasons in human behaviours as to why the event took place and implement sensible measures to improve and prevent further occurrence.

As part of the company accident / incident investigation procedure, OSL adopts the consequences matrix model to fairly identify the level of individual responsibility / accountability into the event and makes its decision-making process based on these findings.

In the event an individual knowingly and deliberately contravenes company processes / procedures, or Network Rail Rules & Regulations, and in doing so injures himself or others, the individual/s will be subject to the OSL disciplinary procedure.



Peter Roberts.

Operations Director