



HEMIKO

Together to Zero

Worthing Heat Network

Buried Network Installation – Densification Phase 1

CDM 2015

Construction Management Plan

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- **Document Number:** 2389-HEM-ZZ-XX-HF-W-0002
- **Revision:** 01
- **Author:** Dan Reynolds.

Rev	Date	Status	Description	Approved By
01	04/01/2026	Live	For Planning Conditions	DR

- **Reviews:**

Date	Comments	Reviewer



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1. DETAILS OF THIS DOCUMENT

Outline

Aim of the Construction Management Plan

- Construction Management Plan (CMP) is to help developers to minimise construction impacts, and relates to all construction activity both on and off site that impacts on the wider environment.
- A Construction Management Plan outlines the client's intentions for a construction project and acts as a key information document for the project team, statutory authorities and other stakeholders.
- CMP must comply with the Local Council and their requirements.
- It is intended to be a live document whereby different stages will be completed and submitted for application as the development progresses.
- The completed and signed CMP must address the way in which any impacts associated with the proposed works, and any cumulative impacts of other nearby construction sites, will be mitigated and managed.
- The level of detail required in a CMP will depend on the scale and nature of development.
- The Construction Management Plan can also act as a gateway to detailed technical information.
- The Construction Management Plan is an interactive document which can be updated and augmented as project parameters alter during the Pre-Construction and construction phases of the project as new information is uncovered which is required to be factored into each stage of the process.



Project Personnel, Roles & Responsibilities and Contact Detail

CDM Role	Name	Address	Contact Details
Client	Worthing ESCO Limited	Castletown Office Castletown, Rockcliffe, Carlisle, Cumbria, United Kingdom, CA6 4BN	Email: Worthing@Hemiko.com Tel: 01903 337364
Principal Designer	Tracey Ann Leeson	Callidus Health & Safety Ltd, Brookfield Court, 1 Selby Road, Leeds, LS25 1NB	Email: Tracey.Leeson@wearecallidus.com Tel: +44 (0)113 385 2740
Principal Contractor	Hemiko Limited	Castletown Office Castletown, Rockcliffe, Carlisle, Cumbria, United Kingdom, CA6 4BN	Email: chris.horner@hemiko.com Tel: 01903 337364
Temporary Works Coordinator	Robert Hughes	Castletown Office Castletown, Rockcliffe, Carlisle, Cumbria, United Kingdom, CA6 4BN	Email: rob.hughes@Hemiko.com Tel: 07872 675583
Additional Designer Buried Network	Peter Russett - FVB	Dog House, 150 Friar Street, Reading, Berkshire, RG1 1HE	Email: peter.russett@fvb.uk.com Tel: 07545 074 466mailto:info@fvb.se
Additional Designer Architect	Norr Consultants Ross Noble	The Stanley Building, 7 Pancras Square, London, N1C 4AG	Email: Ross.bridgman@norr.com Tel: +44 (0) 20 4526 7257
Additional Designer Structural	Price & Myers Ben Gholam	37 Alfred Place, London, WC1E 7DP	Email: bgholam@pricemyers.com Tel: 020 4524 6734
Contractor	Jamiesons Jamie Hill	Jamiesons Unit 2 Fleming Close, Segensworth, Hampshire, PO15 5SB	Mobile 07830534803 Phone 01329 562009 Email: j.hill@Jamiesonsltd.com
Contractor	Joseph Gallaghers	Neagron House, Stanford Road, Orsett, RM16 3BX	Email: john.o'dwyer@josephgallagher.co.uk Tel: 01375 672 070



2. CONSTRUCTION INFORMATION

Description of Works

Project Works are covered by an F10 notification

Dates of construction phase within F10 notification: 01/07/2024 – 01/11/2026

NOTE – F10 notification extended issued originally for Pioneer phase of works.

Link to [F10](#)

The construction works and packages are outlined as follows:

Hemiko Ltd is developing the Worthing Heat Network (WHN), a low-to-zero-carbon (LZC) district heating network in Worthing. The project has won £4.4m of grant funding from the Department for Business, Energy, and Industrial Strategy (BEIS) to further the development of the WHN and it is planned to move into the construction phase in November 2023.

Hemiko Ltd are a specialist district heating developer who will be funding the delivery of the scheme via an Energy Services Company (ESCO) Special Purpose Vehicle (SPV) of which Worthing Borough Council hold a golden share in. Hemiko have secured funding to develop and deliver zero-carbon heat networks across the UK which will form a key contributor to the UK's decarbonization targets. In addition to provision of funding Hemiko hold in house expertise in the design, construction and operation of heat networks and will be the Principal Contractor building the Worthing Heat Network on behalf of the ESCO. Hemiko have extensive experience in building and operating heat networks in the UK.

The Worthing Heat Network is a key element in Worthing Borough Council's Carbon Neutral Plan (AECOM, 2019) which identified the scheme as the most economic and efficient way to decarbonize the Civic Quarter and other large users of heat such as the Hospital and new planned residential developments. Once the Worthing Heat Network is built it will produce a range of benefits including:

- Delivering low carbon heat and significantly improving air quality in the town centre by offsetting gas combustion.
- Providing a simple and more economical option for the decarbonisation of heat in individual buildings within proximity to the heat network.
- Providing a means to aggregate heat from sources not able to be accessed by single buildings such as recovering heat from wastewater treatment plants.
- Create a greater incentive for developers to build in Worthing as meeting carbon emission regulations and local planning conditions will be cheaper in Worthing due to the heat network, thus influencing investment into Worthing.
- Speed up the decarbonisation of both Council and Privately Owned building stock, bringing substantial carbon savings earlier; and
- providing new skills and jobs for residents, as well as delivering additional local social value.



PROPOSED DEVELOPMENT

This Densification Phase 1 planning application is for full planning permission to construct the second phase of an underground heat network in Worthing Town Centre. This new infrastructure will help reduce carbon emissions from buildings by supplying low-carbon heat from a central source, rather than each building using its own boiler or heating system.

The network extension will be served by a newly constructed 'Energy Centre' located outside the Worthing Multi-storey Car Park on High Steet Worthing. The 'Energy Centre' will be utilising industrial sized 'Air Source Heat Pumps' to provide heating to the Buried Network.

The Densification Phase 1 planning application was submitted and permission granted on 15th of October 2025 for the next Phase of the project. This includes an extension to the Heat network to two new customers.

Initially presented as a traditional open cut trench method of buried pipework installation, Hemiko have revisited pipe sizes, pump flow rates, and partnered with a product supplier to enable most of the project to be installed using an innovative method of Horizontal Directional Drilling.

Horizontal Directional Drilling (HDD)

HDD is a steerable trenchless construction method that offers an alternative for installing underground pipes, conduits and cables. The method is used to install pipes, conduits, and cables along a prescribed bore path by using a surface launched drilling rig. In urban settings with dense populations, businesses, and local residents usually suffer from inconveniences caused by impacts to traffic flow, delays, and by the construction. Traffic detours, noise, impacts to business operations/access/parking, and air pollutants are the most notable distresses on the public. HDD offers an alternative that gets the job done without causing these inconveniences.

HDD consists of a rig that makes a pilot bore by pushing a cutting or drilling head that is steered and guided from the surface. Drilling fluid is pumped through a nozzle in the drill head to cut and displace the soil. When the pilot bore is completed, a pulling back reamer enlarges the hole. Progressively larger back-reamers are used until the hole is large enough to pull the product pipe.

HDD procedure

The HDD procedure consists of three stages as shown in Figure 1:

- Pilot bore and tracking
- Reaming/Hole enlargement
- Pull back

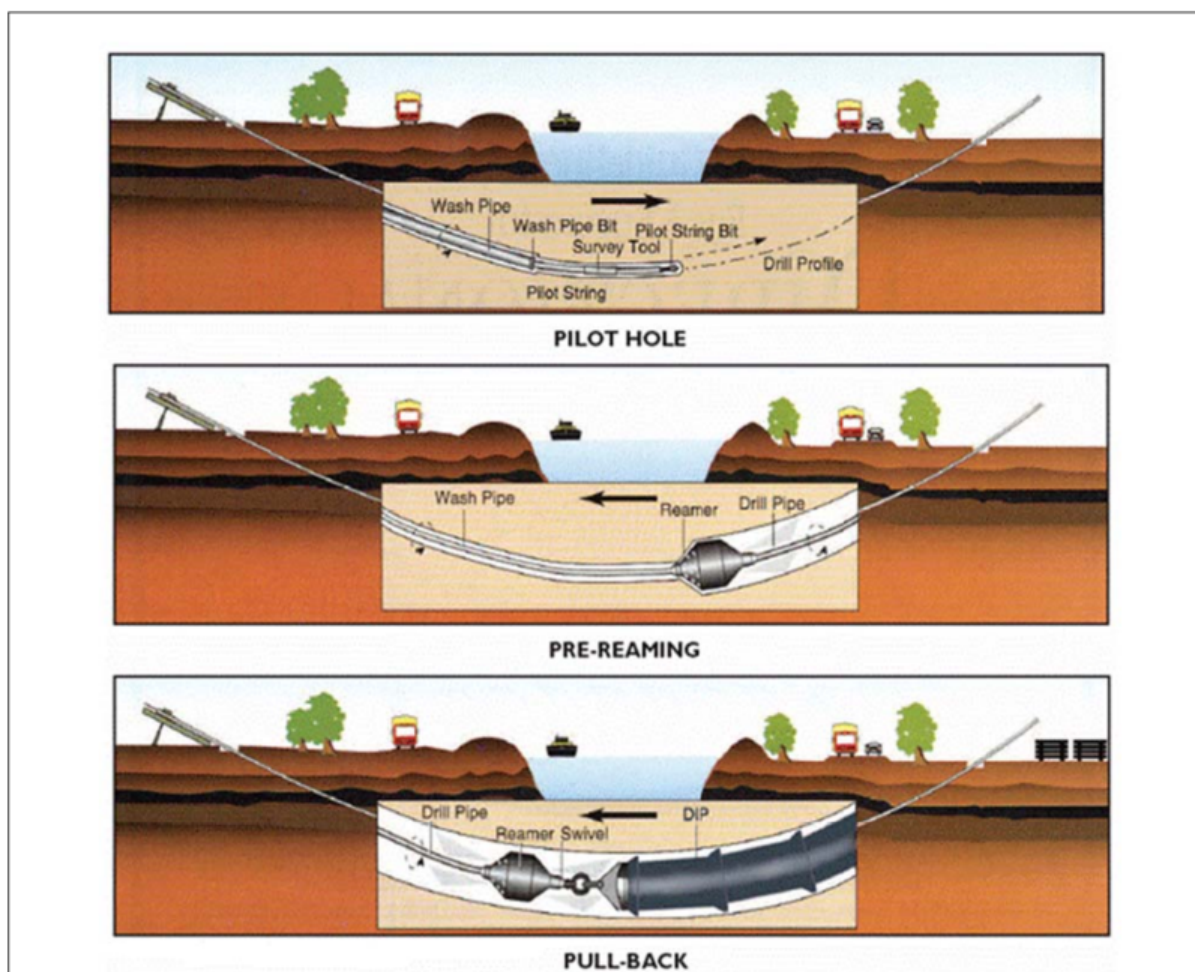


Figure 1.

Horizontal Directional Drilling Operation

Once the rig is set up, a small entry pit is excavated to facilitate entry of the bit at the desired angle and help contain the drilling fluid. The pilot bore is drilled along the prescribed bore path from the entry point to the exit. If the pilot bore is enlarged, a reamer is attached to the drilling rods. The reamer is rotated and pulled (or pushed in some cases) to enlarge the bore to the desired size. Increasing reamers are used to enlarge the bore to the desired size – usually 1.5 times the size of the pipe product. Once the desired bore is achieved, a pulling head is attached to the pipe product. A swivel is put between the pipe and the reamer to transfer pulling force and not torque – this prevents rotation of the product. The product is then pulled back in place. The drilling fluid is used to assist in both boring and back-reaming.



Key Features Densification Phase 1:

- Approximate length of flow and return pipe to be installed: 2 km.
- Pipework is located mostly beneath public walkways and garden areas, with some routes under the highway.
- Entirely below ground infrastructure – no permanent visible elements other than standard manhole covers.
- A detailed Location Plan is included in the submission.
- The route includes the area beneath Steyne Gardens, subject to lease agreement, as this offers a more efficient and less disruptive installation option compared to highway alternatives.
- Installation Method Summary:
 - Excavation of launch/receiver pits along the proposed route.
 - Pit 1 – High St NB slip into the MSCP
 - Pit 2 – Steyne Gardens
 - Pit 3 – Promenade East
 - Pit 4 – Marine Parade (parking bays near to Crab Shack)
 - Pit 5 – Beach Parade – Splashpad
 - Pit 6 – Beach Parade – Splash Point
 - Pit 7 – Promenade West
 - Pit 8 – Marine Parade – Pavillion Theatre
 - Installation of pre-insulated pipework using Horizontal Directional Drilling methods
 - Installation of underground ancillary components including valves and fittings.
 - Backfilling and surface reinstatement of launch/receiver pits to original condition.
 - Final design and layout of ancillary components will be confirmed during the detailed design stage.

Densification Phase 1 Network Connections

In Densification Phase 1, the DHN will connect to two further buildings within Worthing Town Centre. These include:

- Council-owned buildings
 - Splash Point Leisure centre
 - Pavilion Theatre on the Pier

Future phases of the project will **expand the network** to additional **public and private buildings** across Worthing Town Centre, further increasing carbon savings and efficiency benefits

- Delivering low carbon heat and significantly improving air quality in the town centre by offsetting gas combustion.
- Providing a simple and more economical option for the decarbonisation of heat in individual buildings within proximity to the heat network.
- Providing a means to aggregate heat from sources not able to be accessed by single buildings such as recovering heat from wastewater treatment plants.
- Create a greater incentive for developers to build in Worthing as meeting carbon emission regulations and local planning conditions will be cheaper in Worthing due to the heat network, thus influencing investment into Worthing.
- Speed up the decarbonisation of both Council and Privately Owned building stock, bringing substantial carbon savings earlier; and providing new skills and jobs for local residents, as well as delivering additional local social value.

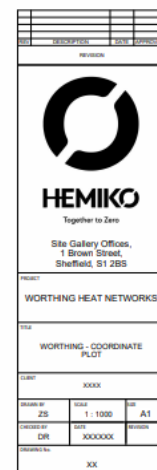


How Will the Pipework Be Installed.

The construction process is designed to **minimise disruption** and ensure the area is returned to its original condition once the installation is complete. The steps involved are:

- GPR Scanning and STAT pack plans to identify any buried existing services
- Traffic management plans in line The Red Book and chapter 8 are created to provide safe working expulsion ones from CDM & Public Interfaces
- Excavating launch/receiver pits along the agreed pipe route, set out by competent Engineers and contained within CDM 2025 compliant work zones.
- Installing Temporary Works, set out and designed by Temporary Works Designer & Coordinators
- Installing insulated pipes using a method of Horizontal Directional Drilling – these pipes carry hot water from the Energy Centre used to heat buildings.
- Installing essential equipment, like:
 - o Valves (which help control flow),
 - o Expansion pads (which allow the network to handle temperature changes safely) where pipework transitions from Brugg to Logstor products.
- Backfilling the launch/receiver pits (refilling with sand and type1,); as per Highway Specifications.
- Reinstating the surface (e.g., relaying tarmac, paving stones, grass, or concrete)

Final details about the exact location of certain components (like valves) will be confirmed during the detailed design stage, but they will remain within the overall route shown on the enclosed Location Plan



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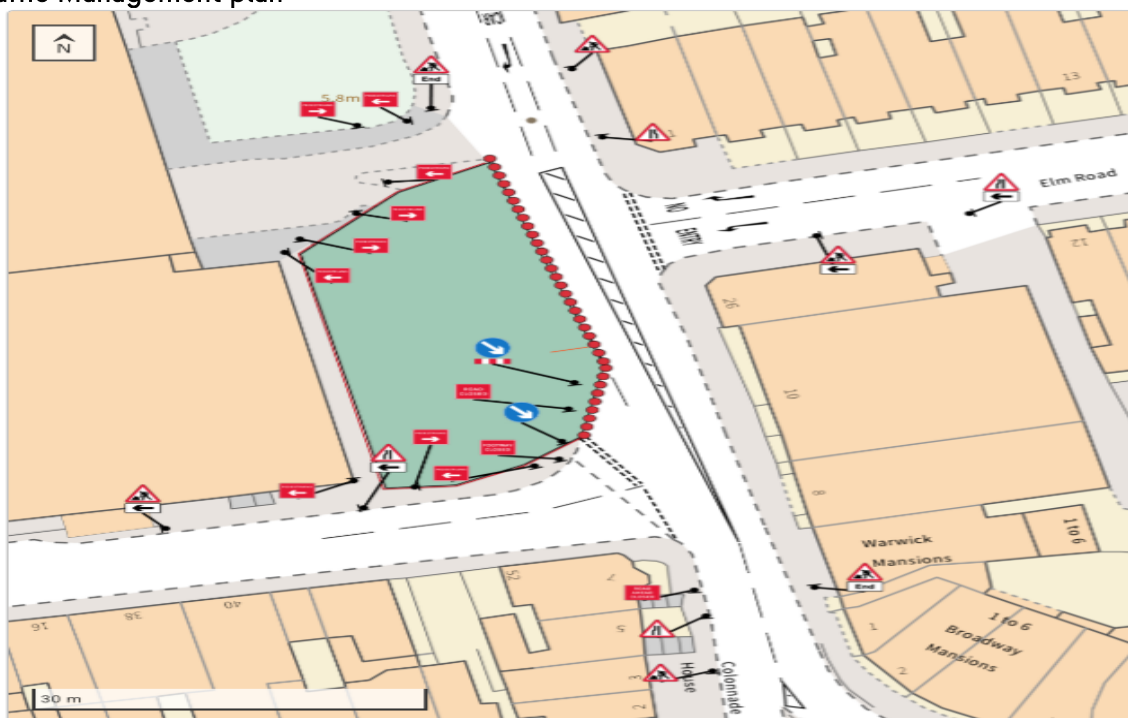
3. PIT GUIDE FOR DHN NETWORK

Pit: 1

Location: High St (MSCP NB entrance)



Traffic Management plan



- Lane Closure on Slip Road to High Street Multistorey Car Park
 - TTRO in Place for duration of work
 - Traffic Management plan in place for pedestrian safety
 - Traffic Management plan in place for construction and vehicle safety
 - Banksman controlling all traffic movement to and from CDM Zone
 - Pits Marked out by setting out engineer
 - Low Risk UXO
 - All pits CAT Scanned prior to excavation
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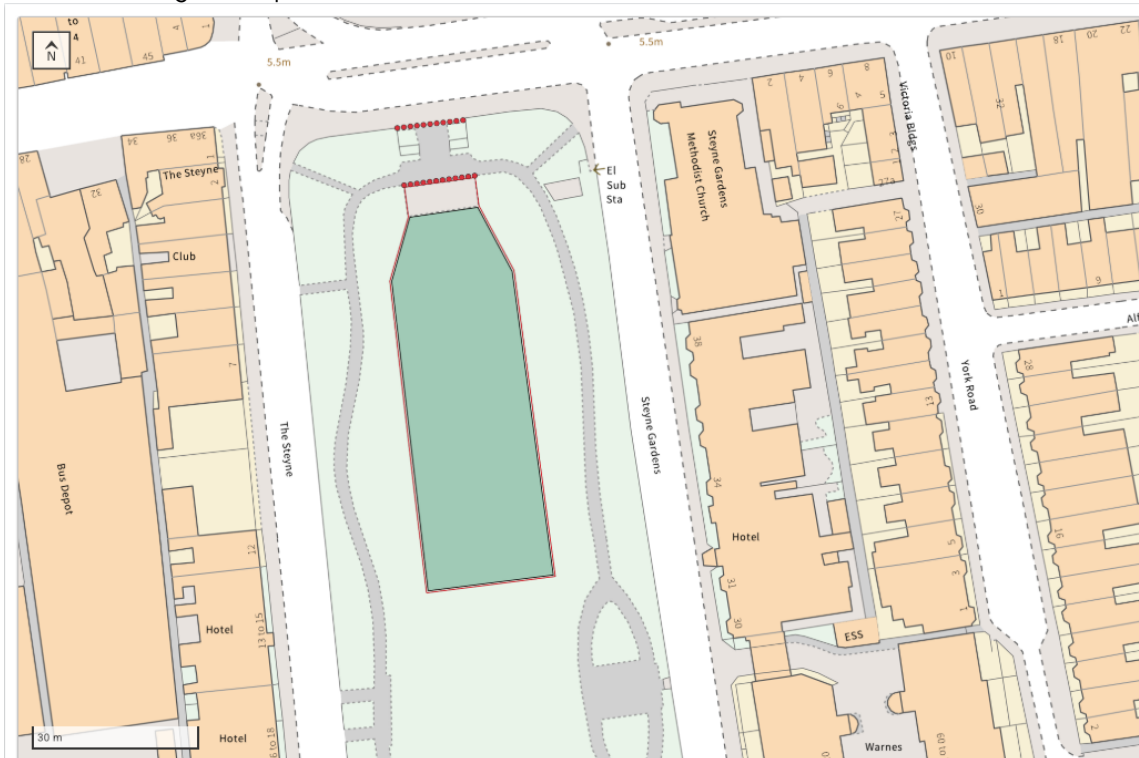


Pit: 2

Location: Steyne Gardens (SW corner of where the ice rink lease boundary is sited)



Pedestrian Management plan



- No impact to Pedestrian walkways or traffic to and from the Gardens
 - No impact to Vehicular travel on any roads – The Steyne or Steyne Gardens.
 - CDM Zone closed off with secure gating and CCTV protection.
 - Banksman controlling all traffic movement to and from CDM Zone
 - Ground condition under Yellow – Low to Moderate risk (North end) and Amber - Elevated Risk (South end) for UXO, an on-site watching brief provided by a specialist will be required for all excavation work.
 - Arboriculturist report undertaken in Steyne Gardens to identify TPO's and RPZ's
 - Pits Marked out by setting out engineer
 - All pits CAT Scanned prior to excavation
 - Protection mats to be used to mitigate the transferal of soil from the Gardens onto public highway. This will be monitored during adverse weather conditions and enhanced with localised wheel washing upon exiting the Gardens.
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An aerial photograph of a construction site. A large, curved concrete structure, possibly a dam or bridge pier, is visible. A green arrow points to a specific location on the structure labeled "Pit 3". Below the structure, there is a body of water with some construction equipment and materials.

The map shows Marine Parade with a 'War Memorial' and a 'Shelter'. A green rectangular area is marked with dimensions 21.05m and 7.2m. Red arrows indicate pedestrian routes, and red boxes indicate 'FOOTWAY AHEAD CLOSED' and 'FOOTWAY CLOSED' areas. A scale bar shows 20m.

- No impact to Vehicular travel on any roads – Marine Parade, The Steyne or Steyne Gardens.
 - CDM Zone closed off with secure gating and CCTV protection.
 - Access to the Prom Via access road outside the Pier Pavillion
 - Banksman controlling all traffic movement to and from CDM Zone along Worthing Promenade
 - Pits Marked out by setting out engineer
 - Low Risk UXO
 - All pits CAT Scanned prior to excavation
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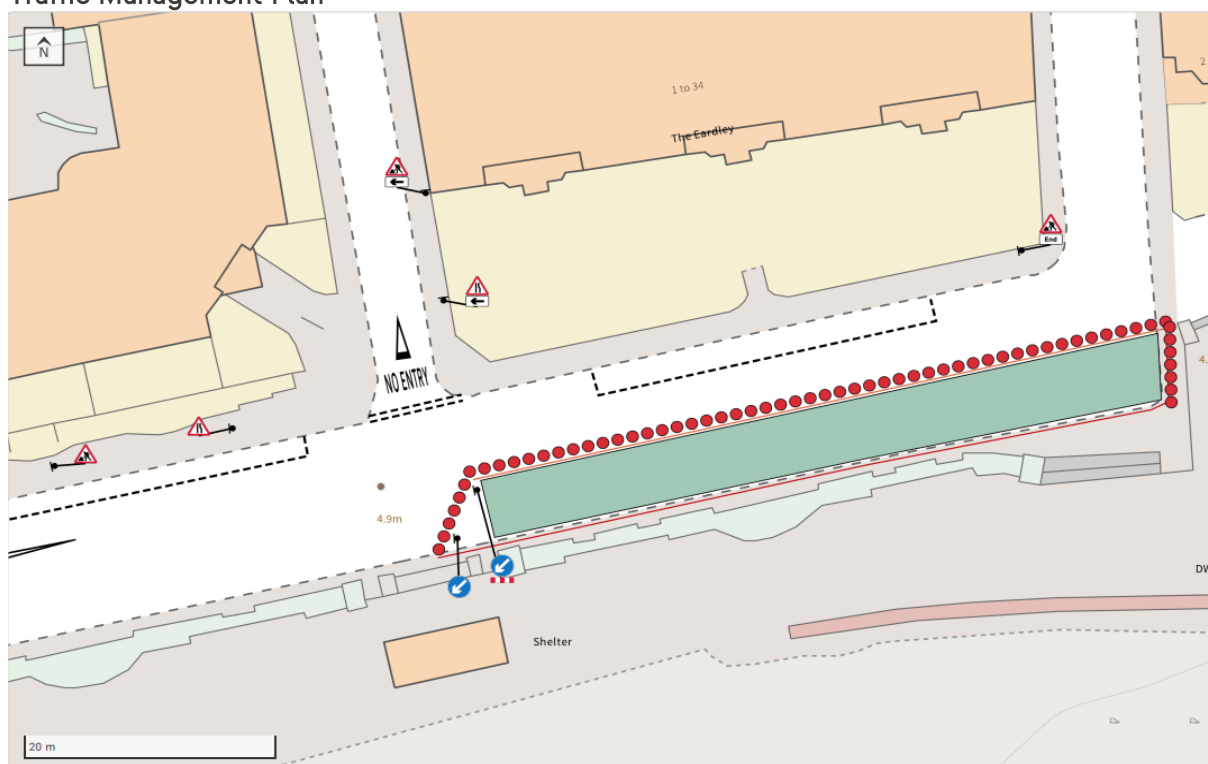


Pit: 4

Location: Marine Parade (parking spaces)



Traffic Management Plan



- TTRO in place
- No impact to Vehicular travel on any roads – Marine Parade, The Steyne or Steyne Gardens.
- CDM Zone closed off with secure gating and CCTV protection.
- Access to the Prom Via access road outside the Pier Pavillion
- Banksman controlling all traffic movement to and from CDM Zone along Marine Parade
- Low Risk UXO
- Pits Marked out by setting out engineer
- All pits CAT Scanned prior to excavation

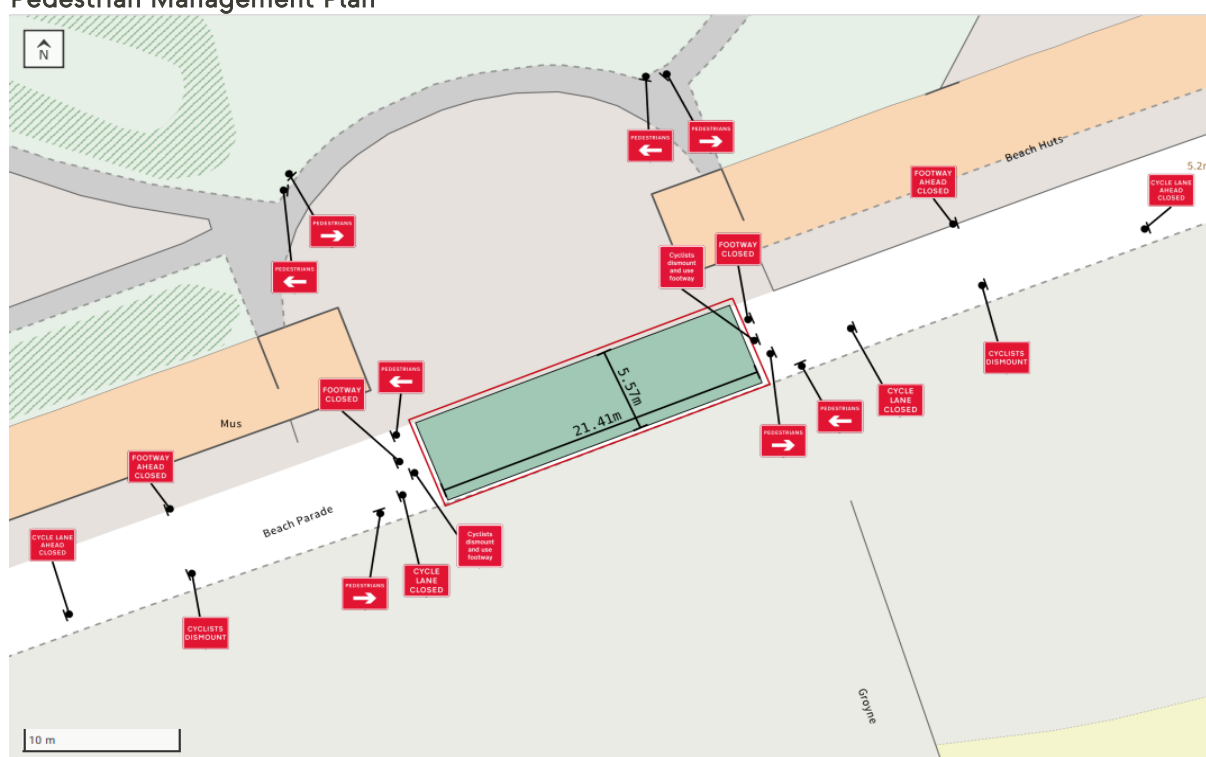


Pit: 5

Location: Beach Parade – cycle path – outside Splashpad



Pedestrian Management Plan



- TTRO in place – cycle path (WSCC Highways control)
- No impact to Vehicular travel on any roads – Marine Parade, The Steyne or Steyne Gardens.
- TTRO required due to cycle path under Highways control
- CDM Zone closed off with secure gating and CCTV protection.
- Access to the Beach Parade Via access road from The Esplanade
- Banksman controlling all traffic movement to and from CDM Zone along Beach Parade
- Pits Marked out by setting out engineer
- Ground condition under Amber - Elevated Risk for UXO, an on-site watching brief provided by a specialist will be required for all excavation work.
- All pits CAT Scanned prior to excavation

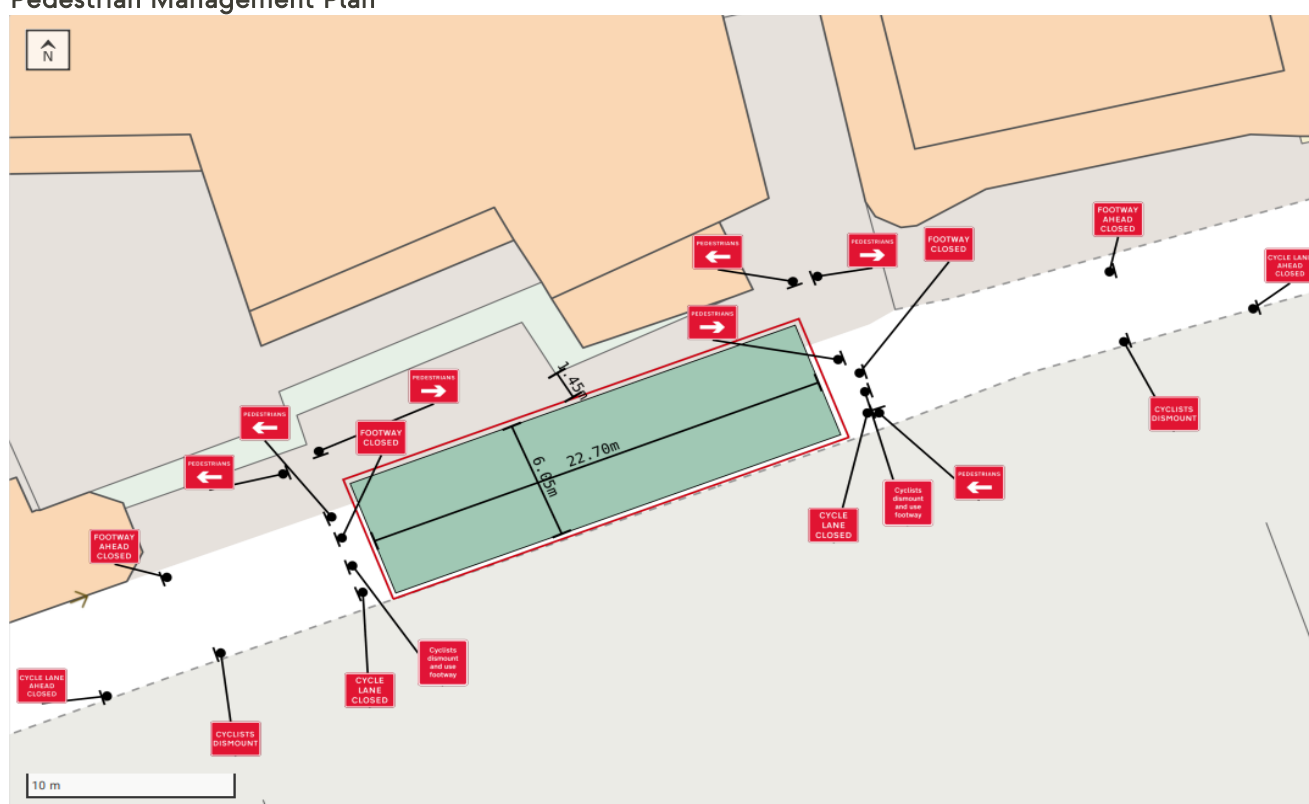


Pit: 6

Location: Beach Parade – cycle path – outside Slash point



Pedestrian Management Plan



- TTRO in place – cycle path (WSCC Highways control)
- No impact to Vehicular travel on any roads – Marine Parade, The Steyne or Steyne Gardens.
- TTRO required due to cycle path under Highways control
- CDM Zone closed off with secure gating and CCTV protection.
- Access to the Beach Parade Via access road from The Esplanade
- Banksman controlling all traffic movement to and from CDM Zone along Beach Parade
- Pits Marked out by setting out engineer
- Ground condition under Amber - Elevated Risk for UXO, an on-site watching brief provided by a specialist will be required for all excavation work. All pits CAT Scanned prior to excavation
- All pits CAT Scanned prior to excavation

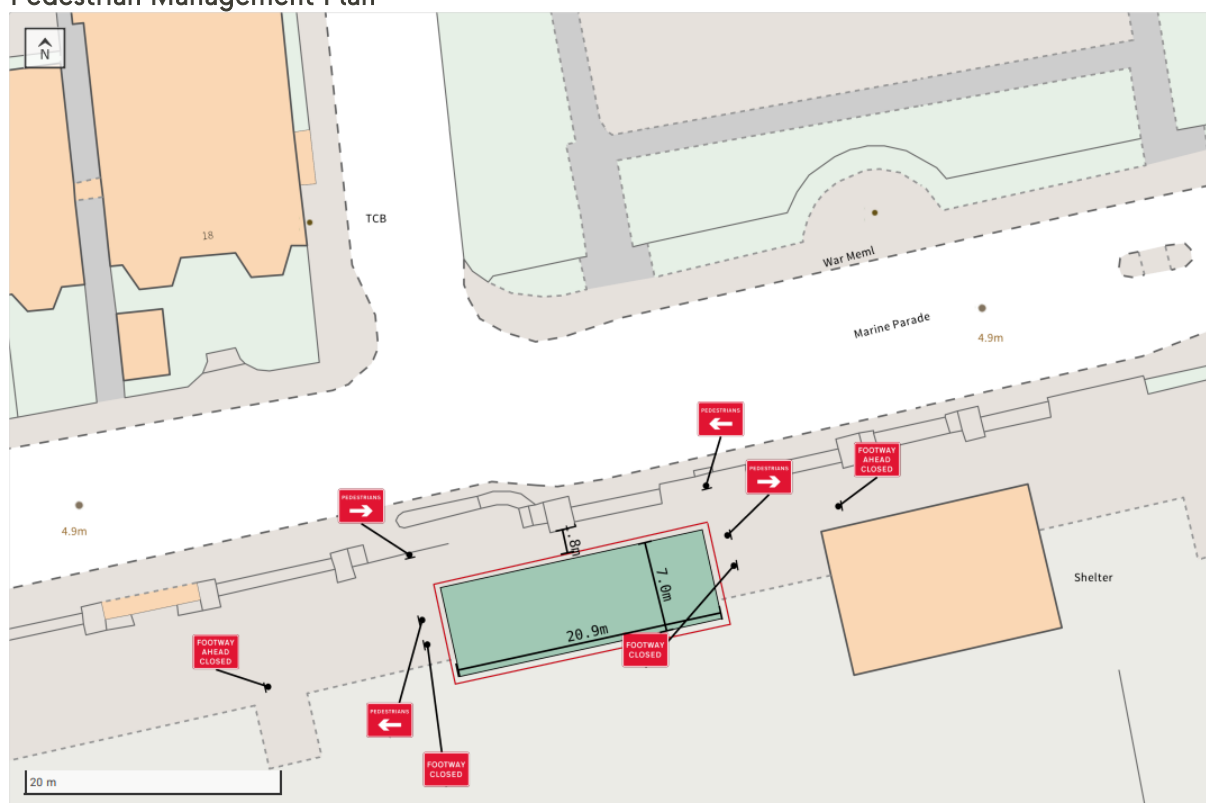


Pit: 7

Location: Promenade – SW of Gardens



Pedestrian Management Plan



- No impact to Vehicular travel on any roads – Marine Parade, The Steyne or Steyne Gardens.
- CDM Zone closed off with secure gating and CCTV protection.
- Access to the Prom Via access road outside the Pier Pavillion
- Banksman controlling all traffic movement to and from CDM Zone along Worthing Promenade
- Pits Marked out by setting out engineer
- Ground condition under Amber - Elevated Risk for UXO, an on-site watching brief provided by a specialist will be required for all excavation work. All pits CAT Scanned prior to excavation
- All pits CAT Scanned prior to excavation

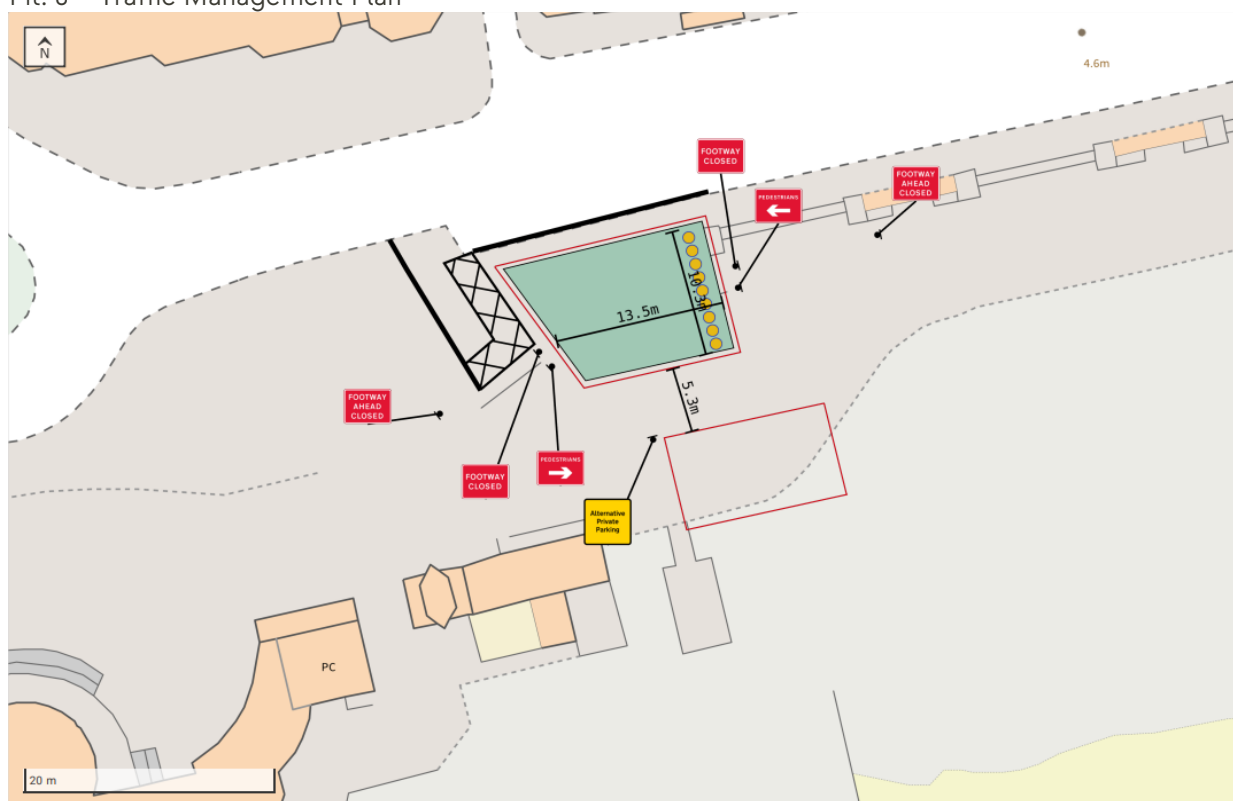


Pit: 8

Location: Promenade/Marine Parade – Near Pavilion Road



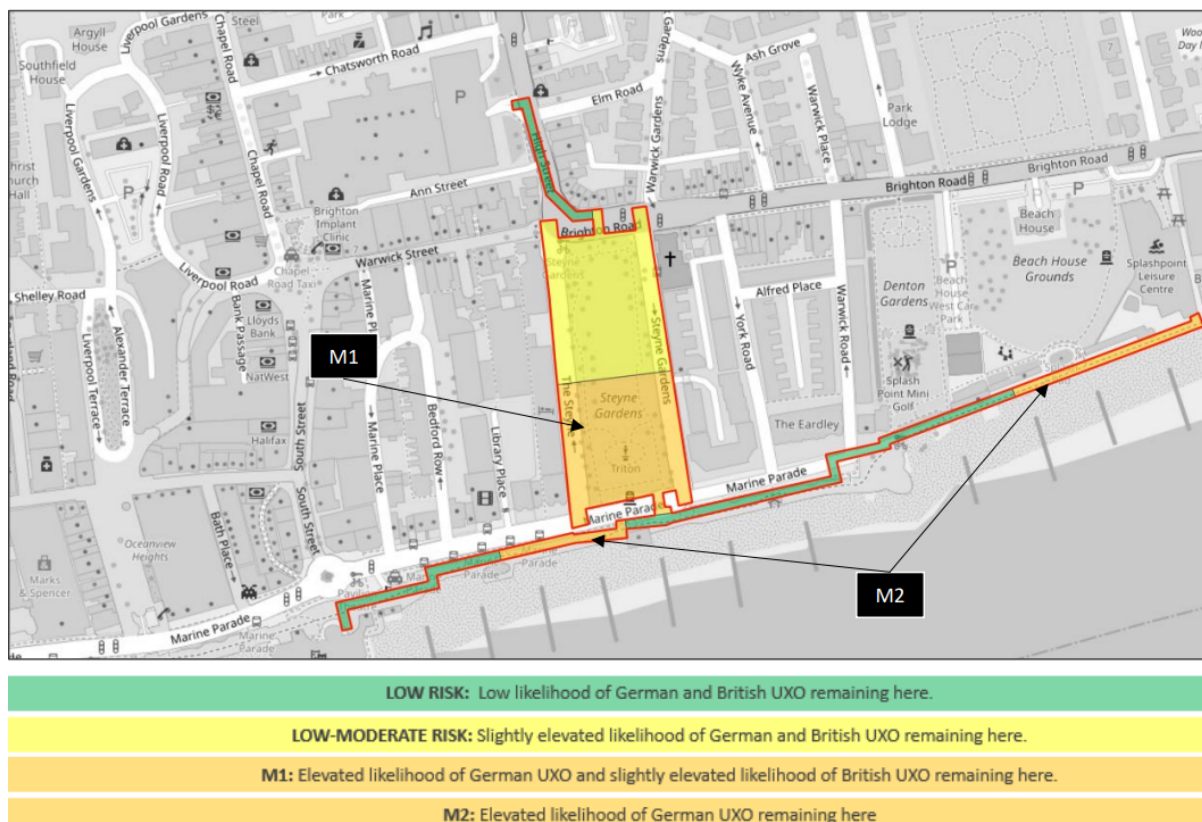
Pit: 8 – Traffic Management Plan



- TTRO in place
- No impact to Vehicular travel on any roads – Marine Parade.
- CDM Zone closed off with secure gating and CCTV protection.
- Access to the Beach Parade Via access road from The Esplanade
- Banksman controlling all traffic movement to and from CDM Zone along Beach Parade
- Pits Marked out by setting out engineer
- Low Risk UXO
- All pits CAT Scanned prior to excavation



UXO Report – Brimstone – DP 1



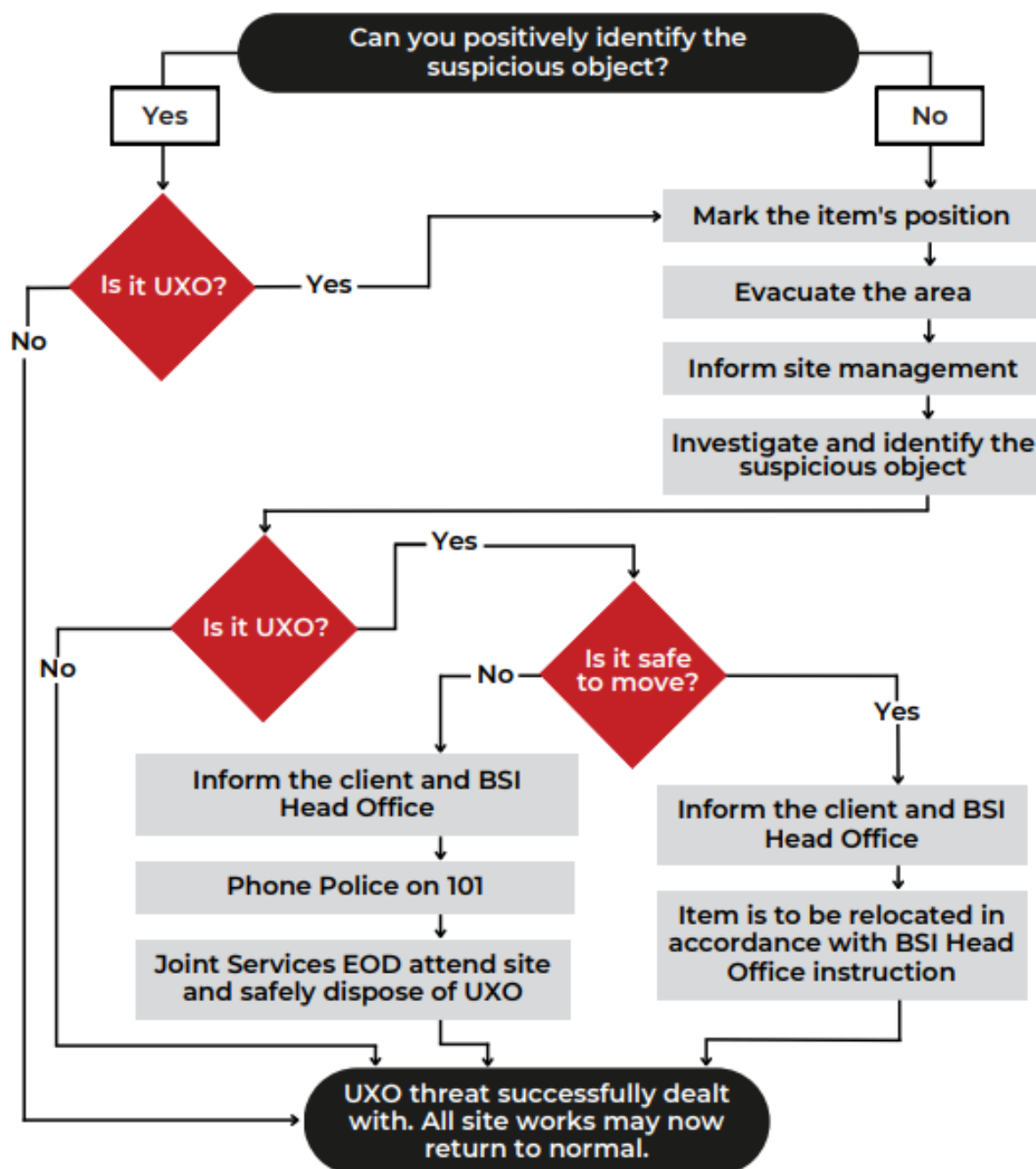
UXO – Unexploded Ordnance covers a wide area of Worthing, due to the historical location and nature of the town in WW2.

Hemiko have undertaken a desk top study report for UXO along the intended route of the pipeline in DP1, the same study that was undertaken for the Pioneer Phase.

During excavations within areas of higher risk, Hemiko will be engaging in magnetron surveys with Brimstone, our selected partner in UXO study. Site managers, and supervisors will be undertaking a UXO toolbox talk on induction to aid with identification is a suspected UXO is found.



Toolbox talk below.



If you find a suspected item of ordnance, call 020 7117 2492 and select option 2 for operations. Please email images of the item to enquire@brimstoneuxo.com, ideally using localised features or a measuring tape/ruler to show the size of the item.



Densification Phase 1 - Internal Sub Station's

Internal Sub Station Installation to all end users in line with project key stake holders Council-owned buildings.

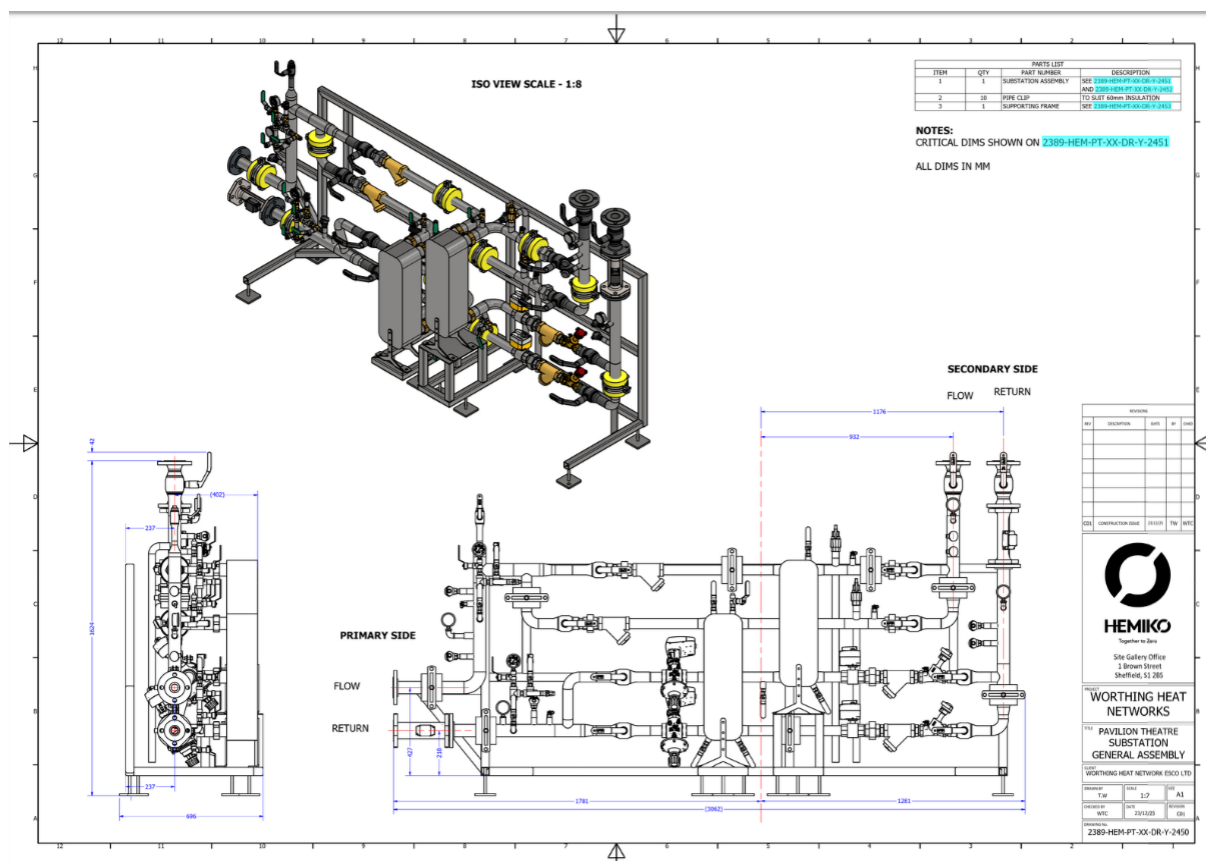
o Location – Pavillion on the Pier Plant Room

- Full R&D Survey of the direct area of works will be conducted ahead of any construction works and in line with the PCI information to identify Asbestos and building conditions.
- Designs approved in line with contract pack.
- CPP & RAMs sign off from EScO, WBC & appointed PC

Construction Phase:

- o Pipe Work Installation
- o Fire Stopped Penetrations
- o Commissioning
- SKID delivered by HIAB via delivery location on Marine Parade
 - o Lift plan in Procore
- Installation as per RAMS –

Design



All external works involving DH network installation, Hemiko will undertake Principal Contractor role.

Hemiko will work with the WBC appointed consultant AECOM to provide all technical information on DH network for installation.



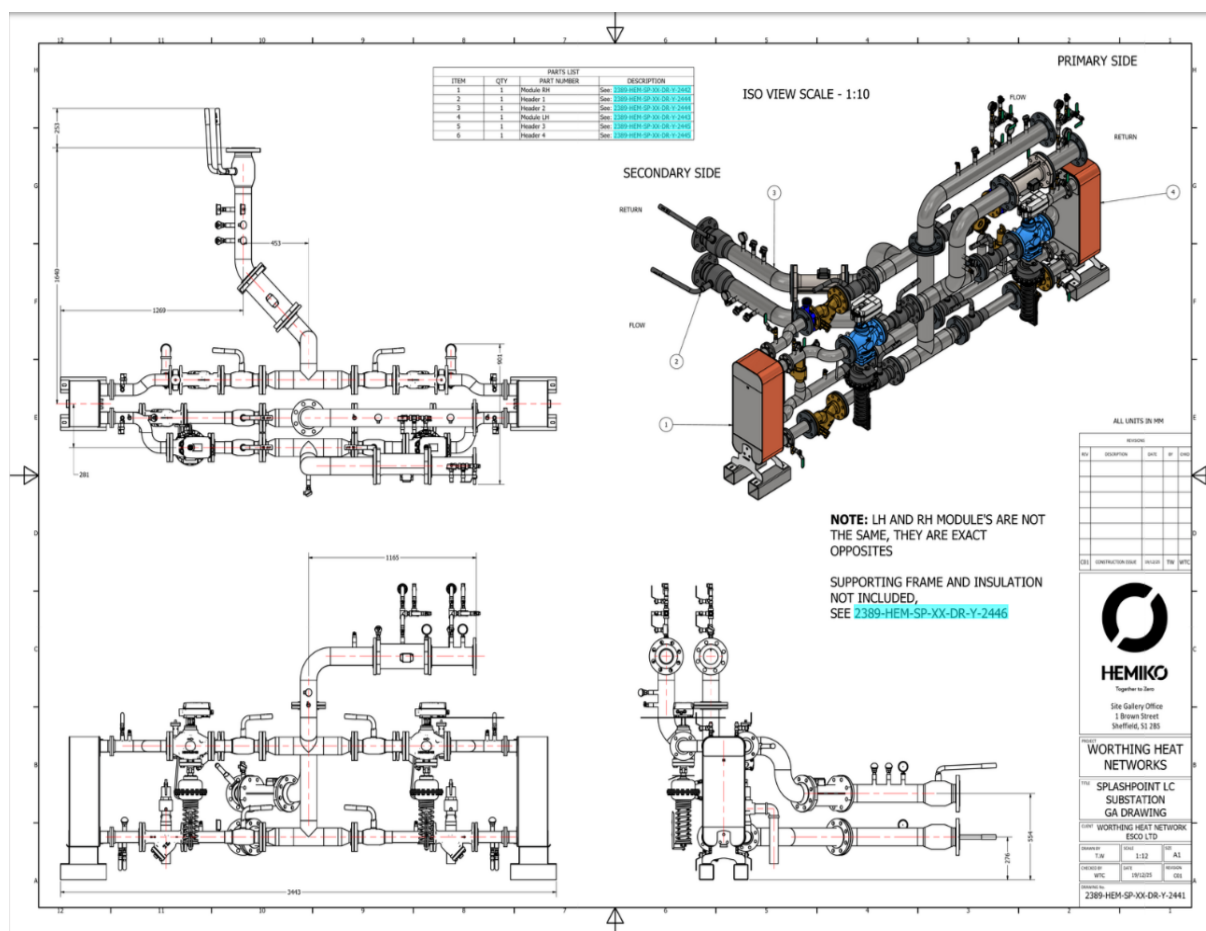
o Location – Splash Point Leisure Centre

- Designs approved in line with contract pack.
- CPP & RAMs sign off from EScO, WBC & appointed PC

Construction Phase:

- o Alterations to undercroft/plenum
- o Pipe Work Installation
- o Fire Stopped Penetrations
- o Commissioning
- SKID delivered by HIAB via delivery location on Marine Parade
 - o Lift plan in Procore
- Installation as per RAMS

Design



Risk Assessments and Method Statements for the works will be submitted to WBC ahead of works within their owned buildings to discharge contractor obligations. All site rules for internal works will apply as indicated within the individual CPP's provided by WBC's chosen Principal Contractor. Hemiko will seek access arrangements and all relevant PCI before works commence, including access arrangements and any working time restrictions. Hemiko will act as a 'Contractor' at Council-owned buildings.

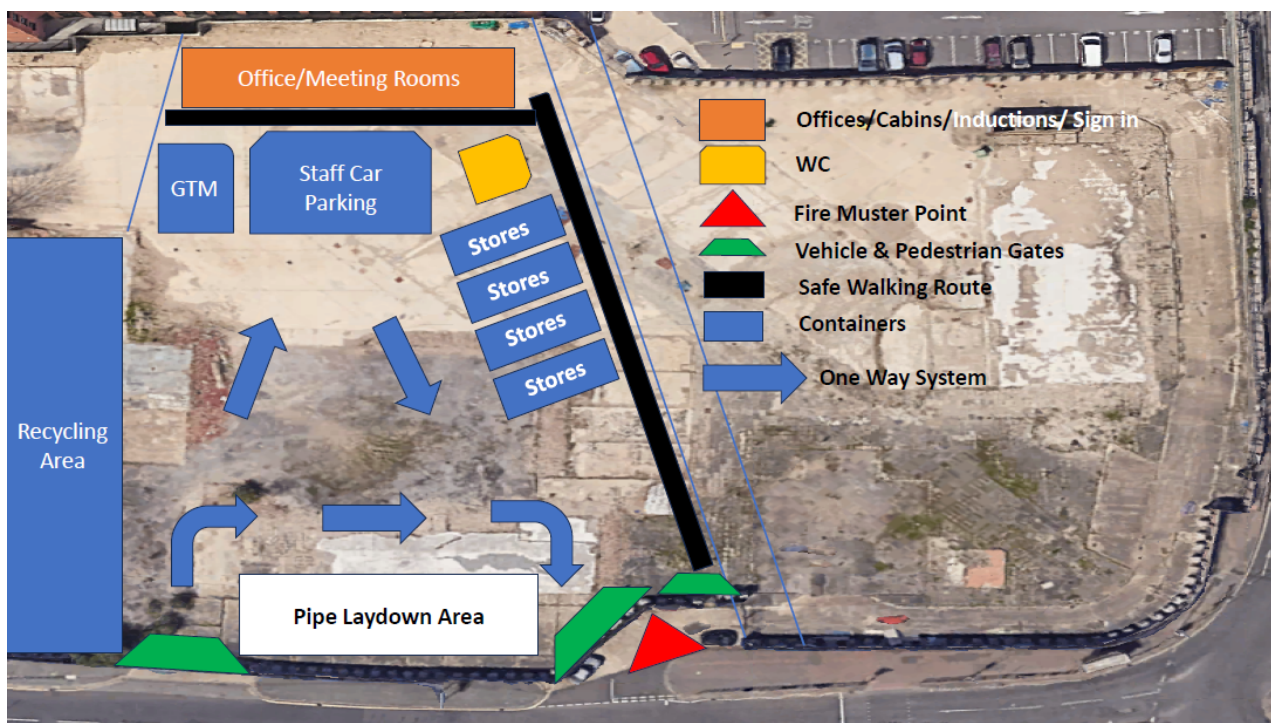
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4. SITE COMPOUND DETAILS

Current location which has been mobilised:

- Worthing Hemiko Site, Teville Gate, Teville Road, Worthing, BN11 1UR.





5. EXTENT AND LOCATION OF EXISTING RECORDS AND PLANS

All records, reports and surveys are stored on Procore [here](#):

These include and are not limited to:

- Risk Register
- DP1 Highways Report
- Abor cultural tree surveys and BNG
- Ground condition survey (HDD bore hole and BGS data)
- Land ownership
- Traffic management Master Planning
- Densification Phase 1 Highways licencing pack – Section 50s and TTRO's
- Ground Penetrating Radar survey data
- Statutory Utility plans
- Customer connection reports and agreement details
- Planning submittals, approvals, and conditions
- Design drawings – Heat Network.
- Design drawings – Customer connections – Coordinated.

6. STAKEHOLDERS

Stakeholder Definitions

A **stakeholder** is any **person, group, or organisation** that has an interest in the construction project. Stakeholders can influence, or be influenced by, the activities, objectives, and outcomes of the project. Their interests can be diverse and varied, ranging from financial considerations to environmental or social concerns. Managing stakeholders effectively is crucial for the success of a project, as they can impact its progress, approval, and overall success.

Schedule of Stakeholders

Stakeholder Organisation / Individual	Category (s)	Representative
West Sussex County Council Highways	Direct	Allan Pike
Worthing Borough Council	Direct	Jan Jonker
Worthing Events	Direct	Lauren West
Museum Trust	Direct	Kevin Smith
Splash Point Leisure Centre	Direct	Mark Byerley

Stakeholder Communication Plan

Stakeholder Organisation / Individual	Frequency of communication	Method of Communication
Client	EG Monthly meetings and when required. Weekly works updates during affecting works	EG Meeting / reporting / Hand delivered notices / KPIs / Reports / Email, phone, in person

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	As required when work scope or programme changes	
PD	Monthly meetings and as when required during construction phase	Remote.
Contractors	Weekly meetings to discuss H+S, delivery KPIs, programme, commercial	Online meetings with Minutes held and disrupted Onsite face to face meetings with minutes

7. MANAGEMENT OF WORKS

Construction Activities Timelines

Below is a schedule of dates to enable the current F10 to be updated, this is subject to change and variation.

Project CDM Milestones	Programmed Dates	Peak Number of Persons on site per phase
Appointments	26 th April 2024 (from previous phase)	0
PCIP	6 th Feb 2026	4
CPP	23 rd May 2024 – DHN. Final Draft 12/07/24 16 th Sept 2024 – EC. Final Draft. Dec 2025 – Addition of DP1	4
Commencement of H+S file	2 nd March 2026	8
Project Mobilisation	19 th Jan 2026 Site compound mobilisation for storage and Ground Investigation activities to confirm design.	8
Project mobilisation (DP1)	Jan 2026	8
Project Completion (DP1)	July 2026	24
Addition of DP1 to H+S File	August 2026	6

The maximum number of people on site simultaneously allowing for all Construction activities will be 40.



Programme of Works

See Appendix 1 for DP1 Programme of Works

Hours of Work

8am – 7pm Mon – Fri (excluding bank holidays)

8am – 7pm Saturdays

9am – 7pm Sundays

Health and Safety Aims

Our principles:

The following methods outline how we intend to achieve our **zero harm** objectives and deliver on our principles. These methods guide our day-to-day operations and define the steps we take to ensure safety, protect the environment, and foster a positive safety culture.

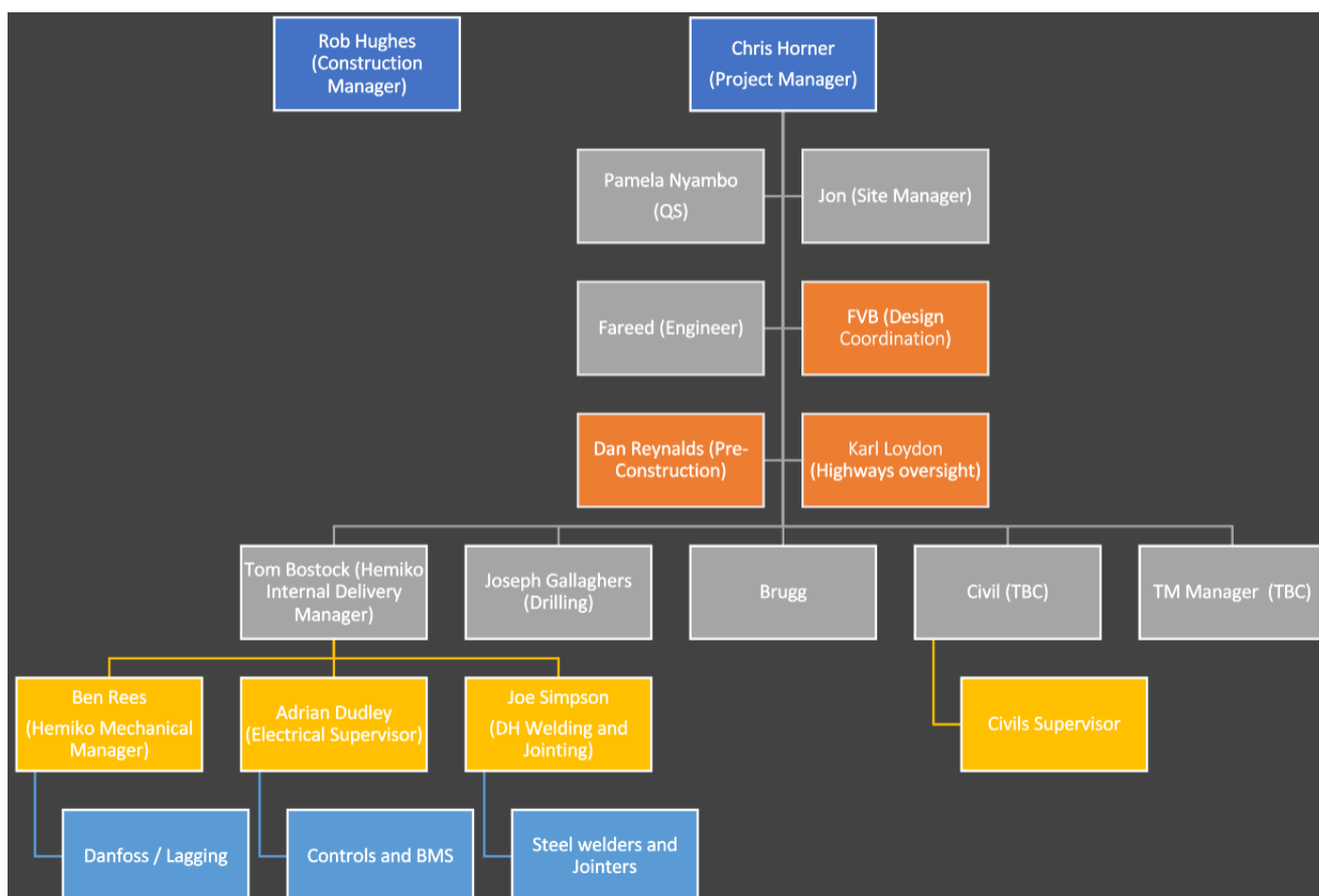
- **Setting and monitoring objectives to improve safety:** We establish clear safety goals and **track our progress** toward achieving them. This includes setting specific **safety targets** for each project, and regularly reviewing our performance to ensure continuous improvement.
- **Setting out and monitoring standards of safety for contractors and staff:** We provide detailed **safety standards and guidelines** for all those involved in the project, whether they are internal team members or **contractors**. These standards are regularly reviewed and monitored to ensure compliance.
- **Minimising hazards, which may result in illness, injuries, fire, theft, or property damage:** We proactively identify potential **hazards** in the workplace and work to eliminate or reduce them. This includes conducting thorough **risk assessments** and taking preventive measures to avoid any safety incidents, whether they involve physical harm, fire, theft, or damage to property.
- **Providing adequate safety training and instruction for all employees:** We ensure that all employees and contractors receive **appropriate safety training** before they begin work. Training is regularly updated to keep everyone informed about the latest safety procedures, equipment, and regulations.
- **Adapting best practices from other industries:** We continually look for ways to improve our safety performance by **learning from best practices** in other industries. By studying successful safety approaches in different sectors, we incorporate those lessons into our own processes, constantly striving for higher standards.
- **Ensuring there are adequate resources available and that all staff are competent and safety-conscious:** We commit to providing the **resources** necessary for safety, including the right tools, equipment, and materials. Additionally, we focus on building a **safety-conscious workforce**, ensuring that everyone is competent in handling safety matters and understands the importance of their role in maintaining a safe work environment.
- **Promoting a positive culture based on improving our HSE performance:** We aim to create a **positive safety culture** within the organization where safety is not just about following rules, but also about building awareness and encouraging everyone to **take ownership** of their safety responsibilities. Continuous **engagement** with employees and stakeholders helps maintain focus on safety.
- **Implementing controls to eliminate pollution and environmental harm:** We are committed to **environmental protection** and take steps to **minimize our impact**. This includes adopting sustainable practices to reduce pollution, waste, and energy consumption. We comply with environmental regulations and go beyond compliance to ensure that we contribute to the overall well-being of the planet.
- **Employing contractors who aspire to the same HSE standards:** We ensure that all contractors we engage with share our **commitment to safety** and adhere to the same **HSE**



standards. This includes assessing their safety practices before hiring them and ensuring that they maintain a high level of safety throughout their involvement in the project.

- **Reporting on HSE performance, measured against objectives and targets:** We **track, measure, and report on our HSE performance** regularly, comparing our actual results against the targets we've set. Transparent **reporting** ensures accountability, helps us identify areas for improvement, and allows us to celebrate successes.
- **Commitment to HSE is our highest priority and will not be compromised:** Above all, our commitment to **Health, Safety, and Environmental (HSE) management** is **non-negotiable**. We place the highest priority on creating a safe working environment, and we will never compromise on safety for any reason, whether financial or operational. Safety is embedded in our culture and values.

Organogram of Management Structure





Health and Safety Arrangements

Hemiko Site Rules

At **Hemiko**, the health and safety of our employees, customers, and anyone else who might be affected by our activities are our **top priority**. These rules are in place to ensure the safety and well-being of all individuals working on-site, as well as to protect the surrounding environment. **Strict adherence to these guidelines** is required to ensure that everyone operates within a safe environment. Below are the **site-specific health and safety rules** for everyone working on or visiting our construction site:

All **operatives** (individuals working on-site) will follow these essential rules to maintain site safety:

- **Site Induction:** Before starting work, every operative must attend a site **induction session** to familiarize themselves with the site-specific risks and safety measures.
 - **Daily Briefings:** All operatives must attend **daily pre-task briefings** and **toolbox talks** as necessary. These are designed to discuss any new safety concerns, site changes, or specific risks for the day's activities.
 - **Credentials:** Operatives must carry their credentials (e.g., **CSCS, CPCS, CISRS**) at all times while working on-site. These credentials verify that the individual is qualified for their work and meets safety standards.
 - **Risk Assessments & Method Statements:** All operatives must read, understand, and sign the **risk assessment and method statement (RAMS)** related to their tasks. This ensures that everyone is aware of the potential risks and the precautions needed to mitigate them.
 - **Permits for High-Risk Activities:** For high-risk activities (such as working at height, hot works, etc.), operatives must obtain the necessary **permits** from site management before commencing work and ensure compliance with the permit's requirements.
 - **Personal Protective Equipment (PPE):** The following PPE is **mandatory** for all operatives on-site:
 - Hard hats
 - Safety boots
 - Hi-visibility clothing
 - Eye protection
 - Gloves
 - **Fitness for Work:** All operatives must ensure they are **fit for work** before reporting to the site. This means being physically and mentally prepared to work without impairment due to illness, fatigue, or other issues.
 - **Language Requirements:** Operatives must be able to communicate in **English**. If necessary, they must be **accompanied by a competent translator** to ensure effective communication for safety purposes.
 - The following activities are **strictly prohibited** on-site to maintain a safe and respectful working environment:
 - **Alcohol/Drugs:** The use of alcohol or drugs is **prohibited**. Any operative found under the influence will face disciplinary action.
 - **Abusive Language:** **Foul or abusive language** is not tolerated on-site. All workers are expected to maintain a respectful and professional manner.
 - **Headphones and Radios:** The use of **headphones, radios, or smart speakers** is prohibited to ensure all operatives are aware of their surroundings and can respond to safety instructions or alarms.
 - **Smoking:** Smoking is only allowed in **designated areas** away from the construction zone. Operatives should follow all smoking area guidelines.
 - Use of Mobile Phones is strictly prohibited when working inside CDM areas, unless it is in the event of an emergency and/or is a requirement of their duties i.e. accessing POWRA, Drawings, STAT Pack Plans and documents/information relevant to their works.
 - The use of shorts is not permitted and full PPE in line with site rules is always required.
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- **Worthing Heat Network Specific Site Safety Rules:**

- **Site Speed Limit:** All vehicles on-site must adhere to a **10-mph speed limit** to prevent accidents and ensure pedestrian safety.
- **Traffic/Pedestrian Routes:** It is critical to follow the **designated traffic** and **pedestrian routes**. All road signs and safety signage must be followed to ensure smooth site operations and avoid accidents.
- **Tools and Equipment:** All tools and equipment must be in **good condition** and used only by qualified and competent personnel. Regular **inspection** and **maintenance** are mandatory to ensure they are safe for use.
- **COSHH Waste:** Any **Control of Substances Hazardous to Health (COSHH)** waste must be removed from the site by the contractor responsible for that waste.
- **Chemical Disposal:** **No chemicals** should be poured into **drains** under any circumstances. Chemicals must be disposed of following appropriate environmental regulations.
- **Waste Disposal:** **Hard waste** (e.g., non-recyclable materials) must be disposed of in the appropriate skips designated for **recycling** or **disposal**.
- **Residents' Access:** Access for **residents** to parking areas and properties must be kept clear. All areas should be cleared at the end of each working day.
- **Unauthorised Use of Plant Equipment:** **No unauthorized personnel** is allowed to use plant and equipment. Only qualified operators with the proper authorization should operate heavy machinery.

External Health & Safety Rules

- o The Construction (Design and Management) Regulations 2015 - HSE
- o Health and Safety at Work etc Act 1974 - HSE

Compliance Monitoring

Site management will **monitor** adherence to these safety rules. Upon **signing the induction form**, operatives acknowledge that they agree to follow these safety guidelines.

- **Non-compliance:** Any non-compliance with site rules will result in a **warning** (Yellow Card). Which will last for a 3-month probation period.
- Major breaches or reckless behaviour will result in **dismissal from the site** (Red Card).

Competency Checking

- **Induction and Competency Assessment:** Every worker must undergo an **induction** and demonstrate their **competency** for the work they will undertake. The **CSCS card** is the minimum requirement for entry into the construction site. Inductions are held and stored on Hemiko's 'sign on' management system.
- **Visitor Access:** Non-working management may be allowed on-site with a **visitor induction**. They must demonstrate their **safety qualifications** or be always accompanied by a competent person. If these qualifications are not met, site access may be denied. Inductions are held and stored on Hemiko's 'sign on' management system.
- **Skill Card Verification:** All operatives must show their **original skill cards** (not facsimiles or photos) at induction. The site manager may verify the authenticity of the skill cards to prevent identity fraud.
- **High-Risk Trades:** Workers involved in **high-risk** or specialized activities must carry specific trade cards relevant to their expertise.