

 <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: #c00000; color: white; padding: 2px 5px; font-size: 8px;">INFRASTRUCTURE</div> <div style="background-color: #0070c0; color: white; padding: 2px 5px; font-size: 8px;">HIRE</div> <div style="background-color: #70ad47; color: white; padding: 2px 5px; font-size: 8px;">DESIGN</div> <div style="background-color: #e67e22; color: white; padding: 2px 5px; font-size: 8px;">RESOURCING</div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 5px;"> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> </div>	Document Control Ref	BSTA-18
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	Date	Oct 2022
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## Knowledge Management Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. Enable Infrastructure, Enable Design, Enable Hire and Enable Resourcing are customer-focused organisations operating across the UK in rail, highways, and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

Knowledge is a critical element of the company and the information shared must be regulated and approved to avoid unintended knowledge transfer. In the circumstance of collaborative working, the Enable Group has a knowledge management matrix which lists the information which is approved to be shared with our collaborative partner and the outcome of sharing the knowledge outside the organisation. Any information not to be shared must be kept confidential and not on any shared systems, this is to prevent unintended knowledge transfer. Any knowledge which is gained during a collaboration with another company is to be reviewed by the SER and updated on the companies RMP.

All information which the Enable Group may wish to share outside the organisation for Collaborative Working purposes shall be inputted onto the knowledge management matrix where it is reviewed internally by the Collaboration Working Group or a Joint Management Team and approved or rejected by the authorised SER. This review is done periodically alongside the risk management strategy at the monthly JMT meeting and quarterly assessed by the SER. For every collaborative business relationship, the responsibilities, actions, associated time frames and interdependencies shall be maintained as documented information.

The Joint Management Team shall establish and maintain a defined process which identifies the information that is required to meet the objectives together with any known systems and process interdependencies. The team shall also define the information which may not be shared without executive approval. e.g. intellectual property rights, proprietary data.

Where no specific Relationship Management Plan has been established, this shall be completed. In either case, the required approvals to proceed shall be obtained and the contents communicated as appropriate across the organization. All information that is not to be shared will be kept a confidential on the Enable Group's own Sharepoint system so it cannot be unintentionally shared outside the business.

This statement of policy, and the organisation and arrangements for its implementation, has been prepared to comply with section 8.3.4 of ISO 44001:2017, Collaborative Working. Further arrangements for its implementation are detailed within specific IMS processes and procedures.

All employees and those working on behalf of the Enable Group are required to comply with this policy, particularly by co-operating and carrying out activities safely, and in such a manner that does not intentionally or recklessly interfere with, or misuse, anything provided in the interest of health, safety or welfare.

The Group will take all reasonable steps to ensure that this policy is communicated to all employees, subcontractors, suppliers, and visitors. They will be briefed on this policy during the induction process and notified of subsequent amendments through IMS change briefings and email communications. The latest version is accessible via SharePoint, noticeboards, the company website, and is available on request by any interested party.

The Directors of the Enable Group are committed to this policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually at a minimum and revised as often as may be deemed appropriate.

Shane O'Halloran  
**Managing Director**  
 October 2022

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