

# Agenda

**Meeting: Safety, Sustainability and  
Human Resources Panel**

**Date: Thursday 16 May 2024**

**Time: 10:30am**

**Place: King's Cross / St Pancras  
Room, Palestra, 197 Blackfriars  
Road, London, SE1 8NJ**

## Members

Dr Lynn Sloman MBE (Chair)  
Dr Nina Skorupska CBE (Vice-Chair)  
Kay Carberry CBE  
Bronwen Handyside

Dr Mee Ling Ng OBE  
Mark Phillips  
Marie Pye

Copies of the papers and any attachments are available on [tfl.gov.uk How We Are Governed](https://tfl.gov.uk/How-We-Are-Governed).

This meeting will be open to the public and webcast live on [TfL YouTube channel](#), except for where exempt information is being discussed as noted on the agenda.

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## Further Information

If you have questions, would like further information about the meeting or require special facilities please contact:

James Varley, Secretariat Officer, Email: [JamesVarley@TfL.gov.uk](mailto:JamesVarley@TfL.gov.uk).

For media enquiries please contact the TfL Press Office; telephone: 0343 222 4141; email: [PressOffice@tfl.gov.uk](mailto:PressOffice@tfl.gov.uk)

Andrea Clarke, Interim General Counsel  
Wednesday 8 May 2024

**Agenda**  
**Safety, Sustainability and Human Resources Panel**  
**Thursday 16 May 2024**

**1 Apologies for Absence and Chair's Announcements**

**2 Declarations of Interests**

Interim General Counsel

**Members are reminded that any interests in a matter under discussion must be declared at the start of the meeting, or at the commencement of the item of business.**

**Members must not take part in any discussion or decision on such a matter and, depending on the nature of the interest, may be asked to leave the room during the discussion.**

**3 Minutes of the Meeting of the Panel held on 21 February 2024**  
(Pages 1 - 10)

Interim General Counsel

**The Panel is asked to approve the minutes of the meeting of the Panel held on 21 February 2024 and authorise the Chair to sign them.**

**4 Matters Arising and Actions List** (Pages 11 - 14)

Interim General Counsel

**The Panel is asked to note the updated actions list.**

**5 Safety Risk Management on TfL Services** (Pages 15 - 22)

Chief Safety, Health and Environment Officer

**The Panel is asked to note the paper.**

**6 Safety, Health, Wellbeing and Environment Culture Programme**  
(Pages 23 - 30)

Chief Safety, Health and Environment Officer

**The Panel is asked to note the paper.**

**7 Electric Vehicles Update** (Pages 31 - 40)

Chief Customer and Strategy Officer

**The Panel is asked to note the paper.**

**8 Responsible Procurement and Modern Slavery Statement** (Pages 41 - 60)

Chief Finance Officer

**The Panel is asked to note the paper and the draft Modern Slavery Statement.**

**9 Enterprise Risk Update - Environment Including Climate Adaptation (ER03)** (Pages 61 - 64)

Chief Safety, Health and Environment Officer

**The Panel is asked to note the paper and the exempt supplementary information on Part 2 of the agenda.**

**10 Our Colleague Strategy - Delivery to Date** (Pages 65 - 70)

Chief People Officer

**The Panel is asked to note the paper.**

**11 TfL Pay Gaps and Action Plan** (Pages 71 - 76)

Chief People Officer

**The Panel is asked to note the report.**

**12 Safety, Health and Environment Report - Quarter 4 2023/24**  
(Pages 77 - 114)

Chief Safety, Health and Environment Officer

**The Panel is asked to note the report.**

**13 Our Colleague Quarterly Report** (Pages 115 - 146)

Chief People Officer

**The Panel is asked to note the report.**

**14 Risk and Assurance Report Quarter 4 2023/24** (Pages 147 - 160)

Director of Risk and Assurance

**The Panel is asked to note the paper and the exempt supplementary information on Part 2 of the agenda.**

**15 Members' Suggestions for Future Discussion Items** (Pages 161 - 164)

General Counsel

**The Panel is asked to note the forward plan and is invited to raise any suggestions for future discussion items for the forward plan and for informal briefings.**

**16 Any Other Business the Chair Considers Urgent**

**The Chair will state the reason for urgency of any item taken.**

**17 Date of Next Meeting**

Wednesday 4 September 2024 at 10.30am

**18 Exclusion of Press and Public**

**The Panel is recommended to agree to exclude the press and public from the meeting, in accordance with paragraphs 3 and 7 of Schedule 12A to the Local Government Act 1972 (as amended), in order to consider the following items of business.**

## **Agenda Part 2**

**19 Enterprise Risk Update - Environment Including Climate Adaptation (ER03)** (Pages 165 - 172)

Exempt supplementary information relating to the item on Part 1 of the agenda.

**20 Risk and Assurance Report Quarter 4 2023/24** (Pages 173 - 184)

Exempt supplementary information relating to the item on Part 1 of the agenda.