



Health, safety and security

Commitment

- The Group is committed to supporting the health, safety and security of all its employees and to ensuring that high standards of health, safety and security at work are embedded as life skills to keep everyone safe all the time.
- We take all reasonably practicable measures to eliminate hazards and minimise the risks to staff or others, both those of whom we have a duty of care and those who may be affected by our work.
- A separate policy statement has been produced to address the wider wellbeing aspects.
- We are committed to integrating health, safety and security into everything we do, to achieving zero harm, and to continually improve our systems and practices.

Responsibility

- An Executive Board director is responsible for this policy and for the effective implementation, maintenance and review of health, safety and security management.
- The Group safety manager is responsible for the effective implementation and development of this policy and in ensuring health, safety and security considerations are prioritised in the planning and execution of our work.
- General managers apply health, safety and security requirements on a day-to-day basis and are responsible for monitoring and reviewing their implementation.
- Project principals are responsible for incorporating health, safety and security requirements into projects, as agreed with clients.
- All staff and contractors are responsible for carrying out their work with minimum risk to themselves or others.

Approach

- Our health, safety and security management system provides an integrated process to ensure we meet our commitments to our internal operations and projects. It sets the framework for our health and safety objectives and conforms to ISO 45001.
- We also commit to comply with all legal and other regulatory requirements in every country in which we work.
- The health, safety and security of our staff and stakeholders is critical. We are committed to consulting staff, or their representatives and seek their participation in delivering this policy. Staff complete appropriate training programmes dependent on their role.
- This policy is drawn to the attention of all employees. Information and training are provided to all staff, enabling them to comply with this policy.
- Safety managers provide information, advice and support to staff on health and safety matters.

A handwritten signature in black ink that reads 'K. S. Howells'.

Keith Howells
Chairman