

# Health & Safety Policy

## Summary

Good health and safety of our employees, subcontractors, client staff and the community within which we serve give us our licence to operate. We believe that injuries are not inevitable, harm is not acceptable, and risks are ours to manage. We are all responsible for helping deliver the aspiration of everybody home safe every day by the relentless implementation of our Zero Code.

Occupational illness and injuries can be prevented by the adoption of sound risk management principles and the right behaviours by everyone. We will develop systems to ensure full compliance with legislation and continuous improvement in our performance.

## Principles

Our health and safety strategy sets out areas of action that we will focus on to drive our performance forward. Progress against the strategy will be reviewed each year.

We will:

- maintain a health and safety management system that is externally assessed and certified to the requirements of ISO 45001:2018. This provides the framework to help drive continual improvement and share best health and safety best practice throughout our business and provide sufficient resources to implement this policy in full.
- De-risk our business by implementing a rigorous process of hazard identification and risk assessment which drives the development of controls that minimise the possibility of injury or ill health.
- recognise and reward contributions to the maintenance of health and safety and apply established disciplinary procedures to those who deliberately breach legislation, safety regulations, procedures, or directions, creating a fair culture.
- ensure health and safety performance is an essential factor in the selection of business partners and suppliers of goods and services.
- learn from our experiences and share best practice through recording of ill health, incidents, dangerous occurrences, and close calls; and ensure close calls are routinely reviewed and ill health, incidents, dangerous occurrences are investigated and corrective actions to prevent reoccurrence are completed in a timely manner.
- ensure our progress against our health and safety objectives are measured, monitored, and reported through setting health and safety key performance indicators and associated performance targets. Performance will be communicated monthly to the business and made available to all employees.
- commit to the establishment of channels of communication and consultation which positively encourage participation of all workers and, where they exist, their representatives to contribute to improvements in our health and safety performance.
- provide the right information, advice, training, and supervision to ensure that people under our control know their responsibilities and are competent to undertake their activities with the aim of continually improving their health and safety understanding and our health and safety performance.

## Responsibilities

**Corporate governance** - Responsibility for the effective management of health and safety rests with the Chief Executive Officer (CEO). The CEO has nominated the Group Health Safety and Assurance (HSA) Director to act on their behalf to monitor the execution of this policy throughout the Amey Group. The Group Board will receive regular reports from the Group HSA Director.

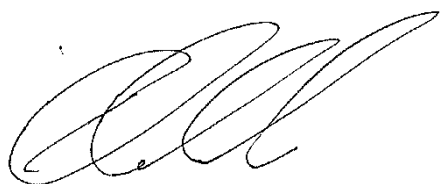
**The businesses** - Each business shall implement the Amey safety management system and develop business specific requirements, as necessary, to be sufficient to ensure control of the hazards inherent in their activities.

**Line management** – Health and safety is a line management responsibility. Each manager will make regular assessments of the hazards and risks associated with their area of responsibility and ensure that the health and safety processes, procedures and controls are sufficient to provide and maintain safe places of work.

**Employees** - All employees have a responsibility to themselves, their colleagues, the Amey Group, and its clients, and to the wider community to work safely. They must fully co-operate with their managers and colleagues, maintaining their place of work and their equipment in a tidy and safe condition.

## Communication of the policy

The policy will be communicated, understood, and applied within the organisation via any suitable method and will be made available to relevant interested parties, as appropriate and upon request.



Andrew Milner  
**Chief Executive Officer**  
For and on behalf of the Board