

Policy Statement Health & Safety

Commitment:

“Our Company safety vision is to achieve ZERO injuries and to prevent occupational ill-health”

This is underpinned by a fundamental belief that all workplace injuries and instances of occupational ill-health are preventable and that good health and safety management makes good business sense. We will not carry out work activities unless we can do them safely. The Operational Boards of JNB Bentley Ltd (JNB) Mott MacDonald Bentley Ltd (MMB) and JBA Bentley Ltd (JBAB) accept the moral and legal responsibility for the health and safety of employees and other parties who may be directly affected by the Company's operations. The Company regards the promotion of health and safety measures as a mutual objective for management and employees at all levels.

To support this statement, in 2018/19 JNB, MMB and JBAB will:

- Seek opportunities to raise the profile of occupational health and safety
- Continue to maintain third party accreditation to OHSAS 18001:2007, and work towards ISO 45001:2018 (JNB/MMB)
- Continue to monitor compliance with its Integrated QES Management System (IMS) and supporting documents including Operational Safety Standards via inspection and audit including external auditing
- Reinforce the elements of the refreshed Safety Strategy
- Review, develop and implement Occupational health and safety related training for selected employees
- Investigate and trial methods to improve the quality, consistency and outcomes of incident investigations including seeking external exemplars and implement revisions to current methods where required
- Continue to drive, support and monitor the Health & Safety cultural development of our external entities such as subcontract suppliers
- Focus on the key topics of Excavation safety; Appointed Person training and Confined Space entry as areas of improvement in 2018-2019
- Focus on Hand Arm Vibration, Respiratory Hazards and Hazards to Hearing and propose means by which we can further protect our employees and subcontract colleagues
- Continue to increase compliance with Contract's Manager's (CM's) Clear Measurable Goal (CMG) regarding completion of QES Inspection's to 80% to ensure CM's have a detailed appreciation of the Quality, Environmental and Safety issues within the geographic area they cover
- Encourage improvement and monitor Clear Measurable Goal compliance across all roles in line with the refreshed strategy
- Review the Care: Safety Strategy documentation in use and with feedback from Operational teams
- Consult the workforce in Be Heard and Talkabout fora to receive feedback on all elements of Occupational Health and Safety performance
- Investigate "Seagulls" to help enhance our health & safety culture and performance

Responsibility:

The JNB QES Director, assisted by the JNB QES Manager will:

- Monitor compliance with this Occupational Health and Safety Policy and associated elements of the IMS
- Ensure the outcome of investigations into health and safety incidents and near misses are appropriately communicated so as to prevent recurrence.
- Continue to report on the effectiveness of the Health & Safety Strategy and where appropriate make recommendations to the Executive group for improvement and culture change.

All JNB, MM and JBA Employees working on JNB, MMB or JBAB projects are required to take responsibility for their own health and safety, the health and safety of their team and of their colleagues.

Approach:

JNB, MMB and JBAB will:

- Provide and maintain safe and healthy working conditions, taking account of the legal and other requirements to which the organisations are subject to in relation to OH&S hazards.
- Use risk assessment and control measure implementation to ensure that the health and safety of employees, other contractors, occupiers of premises and members of the public are not adversely affected by the undertakings of JNB/MMB/JBAB
- Ensure all employees and subcontracted personnel are sufficiently trained, experienced and, where applicable, supervised to a standard sufficient to be able to demonstrate competent health and safety management.
- Monitor compliance via periodic QES Inspections, compliance audits and recorded behavioural discussions. Compliance will be reviewed at Operational Board meetings and at the annual management review.
- Take corrective actions where deficiencies are highlighted, including requiring individuals to accept personal responsibility where appropriate.
- Seek opportunities to assess, address and/or implement elements pertaining to Risks and Opportunities presented through internal and external monitoring and liaison
- Provide a framework from the annual management review for setting & reviewing OH&S objectives and targets.

Signed on behalf of JNB / MMB/JBAB:

Date:

Paul R. Bentley
Managing Director



1st September 2018

