



Health, safety and security

Commitment

- The Group is committed to supporting the wellbeing of all its employees and to ensuring the 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 minimise risk to staff or others who may be affected by our work, while taking responsibility for our own safety and wellbeing.
- 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

- The Group managing 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 conforms to OHSAS 18001.
- We also commit to comply with all legal and regulatory requirements in every country in which we work.
- The safety and wellbeing of our staff and stakeholders is critical. Staff complete the 'Safe Way to Work' training and those working on, or visiting, construction sites also complete site safety awareness training and wear personal protective equipment. Staff working in potentially hostile environments complete personal security training.
- This policy is displayed in all Group offices and is drawn to the attention of all employees. Information and training is 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.

Keith Howells
Chairman