

HEALTH, SAFETY & WELLBEING POLICY

At Balfour Beatty, the health, safety, and wellbeing of our people - and everyone affected by our work - is our number one priority. We believe that nothing we do is so urgent or important that it can't be done safely.

Keeping our workforce, partners, suppliers, subcontractors, and the public safe and healthy is essential to our long-term success. We're committed to creating a working environment where no one is harmed, whether physically or mentally.

In the UK, our operations follow internationally recognised Occupational Health standards' ISO 45003:2021 for psychological health and safety at work and ISO 45001:2018 for occupational health and safety management systems. We are committed to continual improvement of our Health, safety and wellbeing management system to enhance health safety and wellbeing performance.

OUR COMMITMENT

We're working toward a world where Zero Harm is the norm. To get there, we focus on:

- Leading by example through strong, visible leadership
- Designing health and safety into everything we do from the start
- Identifying and removing hazards wherever we reasonably can
- Using a structured, risk-based approach when hazards can't be removed
- Providing the resources needed to meet our health and safety goals, and always pushing to improve
- Engaging and communicating with our teams, partners, and supply chain to create a culture where everyone takes personal responsibility for safety and wellbeing

Our full approach is outlined in Balfour Beatty's Zero Harm action plan and strategy.

ROLES AND RESPONSIBILITIES

The Board

Our Board sets the overall Health, safety and wellbeing Policy and regularly reviews how each part of the business is performing.

Each Business Unit and Enabling Function

Every part of our business is responsible for:

- Leading from the front when it comes to health, safety, and wellbeing
- Making sure the right systems, processes, and resources are in place and working effectively
- Providing regular checks and assurance that everything is being done properly
- Meeting all legal and Balfour Beatty requirements

Everyone at Balfour Beatty

Health and safety is everyone's responsibility. We expect all our people to:

- Work safely and make safety and wellbeing personal - for themselves and those around them
- Be fit and ready for work
- Treat everyone with dignity and respect
- Stop and ask for help if something seems unsafe
- Report any unsafe situations or behaviours
- Always get a safety briefing before starting work
- Follow all health and safety requirements
- Speak up with ideas to improve how we manage safety and wellbeing
- Help build a culture of Zero Harm

We'll make sure this policy is shared with all employees, supply chain partners, and others who need to know.

We review it every year to make sure it stays up to date and effective.

AUTHORISATION

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