

Established in 1897, we are the UK's leading family-owned development, building and property maintenance company. We employ over 4,000 people and work with a wide range of public and private sector customers and partners. Now in our fourth generation of family ownership, we're committed to the long-term sustainability of the built environment and to making our industry more inclusive and representative of the communities we work in. We are driven by our shared purpose of working together to inspire better ways of creating the places, communities and businesses of tomorrow.

We are committed to our vision of being a global leader in safety, health and wellbeing. We strive to achieve a world class performance by keeping all workplaces under our influence, as far as is reasonably practicable, free from risks to physical and psychological health and free from harm. This enables us to:

- Achieve our stated targets and goals
- Ensure we remain the service provider of choice

Driven by our Guiding Framework, our approach to safety, health and wellbeing is one of sensibly identifying and managing risk. We comply with all legal requirements and adopt industry best practice at all times. We do what is morally correct.

We are committed to continually developing, reviewing and maintaining our systems to ensure improved performance. This helps ensure the safety, health and wellbeing of all people impacted by our products and services remain at the forefront of everything that we do. We talk to those who work with us and respond quickly to comments or feedback, to try and further minimise defects.

We regularly measure and publish, where appropriate, our safety, health and wellbeing performance.

Wherever we operate, we seek to develop enduring relationships based on mutual trust, respect, and understanding of our impact. We are committed to ensuring our approach to safety, health and wellbeing benefits society at large by focussing on risk reduction to prevent our employees and members of the public being put in harm's way.

In adhering to this policy, we will:

- Assess and where practicable to do so, reduce the impact of our operations on the health, wellbeing and safety of all those who may be affected by what we do
- Continually implement and update our Operating Framework to ensure it:
 - » Assigns health, wellbeing and safety accountabilities within the business as appropriate
 - » Supports all strategies aimed at minimising impacts, realising our objectives/targets and reviewing outcomes
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- Provide sufficient and appropriate health, wellbeing and safety training and information to all employees and visitors
- Pay particular attention to the provision and maintenance of plant and equipment, to all systems of work, plus the use, handling, storage and transportation of articles and substances used in the delivery of our products and services
- Ensure that preparation for and effective application of emergency procedures are constantly reviewed

This policy applies to all our employees and those working with us or on our behalf. Successful implementation requires everyone to cooperate, commit and assist us to ensure that health and safety issues and risks are given adequate consideration.

The Executive Committee has overall responsibility for ensuring this policy is complied with. It will be reviewed at least once a year and at such other times as may be required, to ensure it remains relevant and appropriate to the aims and objectives of our business.

For and on behalf of the Executive Committee



EOGHAN O'LIONAIRD
Chief Executive
May 2023

**CREATING
TOMORROW
TOGETHER.**