

# Mobile Communication Devices and Driving Policy

## Summary

Amey issues a variety of mobile communication devices to its employees to operate its business effectively.

This policy sets out the high-level principles which Amey expects in all the jurisdictions where Amey has operations. However, the detailed {actions/plans/procedures} to be applied may vary from country to country in order to comply with local laws and regulations and will be available for each jurisdiction.

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.

## Use of handheld devices

In the UK it is a criminal offence to hold and/ or use a handheld mobile phone or similar device in a vehicle whilst driving.

This includes times when stopped at traffic lights or during other hold-ups that may occur when a vehicle can be expected to move off after a short while. A hand-held mobile phone refers to any device which requires you to physically hold or use it for ANY part of the call. This includes the use of similar devices such as personal digital assistants, laptops, netbooks, tablets, and satellite navigation systems.

Penalties for using a handheld device while driving include up to a £2,500 fine and 9 penalty points. Drivers with less than two years' experience could also lose their license. In addition to the penalty for using a handheld device, you may be convicted of dangerous driving or driving without due care and attention. The penalties for these offences are serious and can include a substantial fine, disqualification from driving and even a custodial sentence.

Further information on the law and penalties relating to mobile phone use whilst driving can be found on the Government's Driving and Transport website:

[www.gov.uk/using-mobile-phones-when-driving-the-law](http://www.gov.uk/using-mobile-phones-when-driving-the-law)

[www.gov.uk/penalty-points-endorsements/endorsement-codes-and-penalty-point](http://www.gov.uk/penalty-points-endorsements/endorsement-codes-and-penalty-point)

## Use of handsfree devices

In the UK, the use of hands-free phones and other hands-free web enabled devices while driving may not be illegal but it is distracting and can seriously undermine your powers of concentration.

For example, if you use a hands-free mobile phone while driving, your reactions will be impaired and at 70mph you will travel 39 metres (9 car lengths) during your "thinking time" – 2 car lengths further than if you were undistracted. It is estimated that 1 in 4 vehicle collisions involve mobile phone use (including hands-free devices).

You can still be convicted of dangerous driving or driving without due care and attention, even while using a hands-free kit. The penalties are the same irrespective of whether you were using a handheld or hands-free device.

The police have the authority to seize mobile phones from all drivers that are involved in any vehicle incident and check the phone records to use as evidence. The consequences for a momentary lapse of concentration while you make or receive a call may be serious and life altering.

Therefore, before you travel, we recommend that you set-up your voicemail greeting to let others know that you may be driving and that you will return their call when it is safe and legal to do so. If

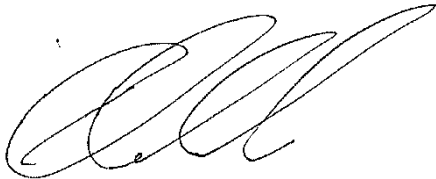
Reference: AMEY-HS-MOBILECOMMUNICATIONDEVICESANDDRIVING-PO-01

Version: 2.3

Date: 28/11/2025

you are considering whether to make or take calls on your hands-free device whilst driving, remember that any call must be fully compliant with the law and the decision rests ultimately with you as the driver.

We will not take action against any employee who refuses on the grounds of safety to make or take a call on a hands-free device whilst driving. Amey will reinforce at all times an employee's responsibility to drive safely, follow highway code and comply with the law.



Andrew Milner  
**Chief Executive Officer**