HEALTH AND SAFETY

POLICY

Summary
Good health and safety of our employees, subcontractors, client staff and the community within which we serve give us our licence
to operate. We believe that injuries are not inevitable, harm is not acceptable, and risks are ours to manage. We are all responsible
for helping deliver our 2021 vision of zero lost time injuries by the relentless implementation of our Zero Code.

Occupational illness and injuries can be prevented by the adoption of sound risk management principles and the right behaviours by
everyone. We will develop systems to ensure full compliance with legislation and continuous improvement in our performance.

Our employees’ wellbeing is important to us, we will improve performance by working together to create an environment where
employees are motivated, engaged, healthy and supported to perform to the best of their abilities.

Principles

The three-year health and safety strategy sets out areas of action that we will focus on to drive our performance forward. Progress
against the strategy will be reviewed each year.

We will:

• maintain a health and safety management system that is externally assessed and certified to the requirements of OHSAS
  18001 or ISO 45001*. This provides the framework to help drive continual improvement and share best health and safety best
  practice throughout our business and provide sufficient resources to implement this policy in full.

• implement a rigorous process of hazard identification and risk assessment which drives the development of controls that
  minimise the possibility of injury or ill health.

• recognise and reward contributions to the maintenance of health and safety, and, apply established disciplinary procedures to
  those who deliberately breach safety regulations, procedures or directions which includes driving at excessive speed when on
  company business.

• ensure health and safety performance is an essential factor in the selection of business partners and suppliers of goods and
  services.

• implement a Wellbeing program which focuses mental and physical wellbeing.

• learn from our experiences and share best practice through recording of ill health, incidents, dangerous occurrences and close
  calls; and ensure close-calls are routinely reviewed and ill health, incidents, dangerous occurrences are investigated and
  corrective actions to prevent reoccurrence are completed in a timely manner.

• ensure our progress against our health and safety objectives are measured, monitored and reported through setting health and
  safety key performance indicators and associated performance targets. Performance will be communicated monthly to the
  business and made available to all employees.

• commit to the establishment of channels of communication and consultation which positively encourage participation of all
  workers and, where they exist, their representatives to contribute to improvements in our health and safety performance.

• provide the right information, advice, training and supervision to ensure that people under our control know their responsibilities
  and are competent to undertake their activities with the aim of continually improving their health and safety understanding and
  our health and safety performance.

Responsibilities

Corporate Governance - Responsibility for the effective management of health and safety rests with the Chief Executive Officer
(CEO). The CEO has nominated the Group Health, Safety, Environment and Quality Director to act on his behalf to monitor the
execution of this policy throughout the Amey Group. The Group Board will receive regular reports from the Group HSEQ Director.

The Businesses - Each business shall implement the Amey safety management system and develop business specific
requirements, as necessary, to be sufficient to ensure control of the hazards inherent in their activities.

Line management – Health and safety is a line management responsibility. Each manager will make regular assessments of the
hazards and risks associated with their area of responsibility and ensure that the health and safety processes, procedures and
controls are sufficient to provide and maintain safe places of work.

Employees - All employees have a responsibility to themselves, their colleagues, the Amey Group and its clients, and to the wider
community to work safely. They must fully co-operate with their managers and colleagues, maintaining their place of work and their
equipment in a tidy and safe condition.

Communication of the Policy

This policy will be displayed on noticeboards and brought to the attention of other stakeholders as required.

Andy Milner
Chief Executive Officer
For and on behalf of the Board

*Amey will migrate to ISO 45001 during 2019