

The health, safety and wellbeing of our employees and everyone else affected by our activities is fundamental to the success of our business. At Balfour Beatty, we believe that our long-term success as a business is dependent upon the ability to keep our workforce, our business partners, our suppliers, our subcontractors and members of the public safe and healthy. Nothing that we do is so important that it cannot be done safely.

Our policy is to create an environment in which no one is harmed by any physical or psychological risks. We will achieve this by:

- Providing exemplary and inspirational leadership
- Pursuing every opportunity to eliminate hazards by designing in safety and health
- Identifying the hazards associated with our activities and removing the risk, where reasonably practicable
- Applying the hierarchy of controls, establishing robust arrangements for the management of risks that remain
- Providing sufficient resources for the management of health and safety including setting and monitoring objectives for continual improvement
- Communicating and engaging with our workforce, our business partners, our suppliers and our subcontractors to create a Zero Harm culture where everyone takes personal responsibility and understands how to keep themselves and others physically and mentally safe and healthy.

Our approach to managing health, safety and wellbeing is set out in the Balfour Beatty Zero Harm Action Plan and Strategy.

The Board of Balfour Beatty is responsible for establishing the overall Health, Safety & Wellbeing Policy for the Group and for reviewing the performance of each Division within the Group.

Each business unit is responsible for:

- Providing visible leadership for health, safety and wellbeing
- Ensuring that effective arrangements to deliver these requirements are established and implemented across the operations of the business
- Providing an effective process of assurance
- Ensuring compliance with all Group and legal requirements.

It is the responsibility of every individual in the business to:

- Perform their job in a safe manner, making health, safety and wellbeing personal and looking out for themselves and their colleagues
- Be fit for work
- Treat everyone with dignity and respect
- Stop work and seek guidance if anything changes or they believe what they are doing is unsafe
- Report all unsafe events or conditions they see
- Always receive a briefing before starting work
- Comply with all health and safety requirements
- Contribute ideas to help continually improve the effectiveness of health and safety risk management
- Help create a Zero Harm culture.

We will bring this policy to the attention of our employees, supply chain partners and relevant interested parties; and review it on an annual basis.

## AUTHORISATION

**Leo Quinn**  
**Group Chief Executive, January 2025**