



# Health and Safety Policy



Putting people first

## Background

The health and safety of employees, subcontractors, clients and the people living in the communities in which we work is paramount to Rydon. We strive to minimise the risks that all those affected by our work are exposed to. Safety management is integral to all our working practices.

We are committed to ensure full compliance with our legal obligations and all current Health and Safety legislation in respect to our business activities, principally:

- The Health and Safety at Work Act 1974,
- The Management of Health and Safety at Work Regulations 1999; and
- The Construction (Design and Management) Regulations 2015.

To implement this policy and to comply with our legal obligations we have developed processes and procedures that are contained within our management systems. These procedures and processes comply with the requirements of BS OHSAS 18001:2007. Compliance with these procedures is mandatory for all.

## Policy

It is our intention to target the elimination of all incidents resulting from our actions, and we recognise that adopting a policy of zero tolerance is essential if we are to achieve this. Our Health and Safety performance is constantly monitored and reviewed with the aim to continually improve.

Any incident or action has the potential to cause harm, and we particularly recognise those most at risk:

- Our new or less experienced colleagues;
- Members of the public affected by our actions, especially those most vulnerable in our community; and
- Visitors within or close to our sites.

Our commitment goes beyond caring for people and includes a commitment to the avoidance of damage to:

- Public utilities; and
- Property of any kind, including our own, our clients' and adjacent buildings/property owned by others.

We will achieve this by training and working together, through

our individual and collective responsibilities to:

- Work safely;
- Report ALL unsafe acts, near misses and incidents;
- Follow instruction; and
- Contribute suggestions or advice that will help everyone to work safely towards our zero tolerance goals.

By embracing these principles in all that we do, we aim to promote a safer and healthier culture at Rydon, and improve the behaviour of everyone who works with Rydon, either directly or through our valued supply chain.

## Governance

All policies within the company are led and overseen by the Group Chief Executive and have director-level representation from each operating company and Corporate Services. We shall regularly review this policy to ensure that it is appropriate to the nature and scale of our occupational Health and Safety risks and remains relevant and appropriate to the purpose of the business.

Oversight of the Health & Safety Policy is the responsibility of the Group Legal Director. A number of working groups exists throughout Rydon to respond to and feed into policy requirements.

A copy of the full Health and Safety Policy and Procedures can be made available upon request to any interested party.

*Signature(s) removed for security reasons:  
Signed copies available on request*

Signed: \_\_\_\_\_

**Aileen Ivanec**  
Group Legal Director

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Signed: \_\_\_\_\_

**Robert Bond**  
Group Chief Executive

Dated: March 2017