



# Safety, Health & Environmental (SHE) Policy

*Rydon*



Protecting our resources

## Background

Safety, Health and Environmental ("SHE") Leadership is about making our expectations clear; supporting SHE financially; being present when key issues are decided; and being positive about SHE and supportive of others' SHE efforts. It is also about creating and insisting on a safe, healthy, environmentally conscious and caring company culture. It is a behaviour which is constantly demonstrated by the senior executives, key managers and others in Rydon that SHE management is a core element of daily operations.

## Policy

Our target is for zero accidents, zero work-related ill health and reducing and minimizing both waste and energy consumption. These objectives are to be achieved by applying current best practice in SHE management and addressing and improving SHE behaviours of our staff and subcontractors. Compliance with current SHE legislation is regarded by Rydon as the absolute minimum standard acceptable.

Proper management of SHE issues is seen as an integral part of the efficient management of our activities, and critical to developing the professional culture of Rydon and establishing and maintaining a solid reputation with all of our clients.

Rydon provides appropriate training and makes available competent health, safety and environmental advice and adequate resources including time and money so that legal obligations can be met.

The organisation and arrangements to meet the above objectives and for the implementation of this policy are detailed within our Occupational Health, Safety and Environmental Management Systems.

Each division within the Group has a nominated director responsible for ensuring that the requirements of this policy are achieved. Management, staff, temporary workers and our supply chain and their workers have responsibility for co-operating with Rydon in implementing our SHE objectives.

Rydon encourages a proactive SHE culture and suitable arrangements are in place for employee engagement on all SHE matters.

The SHE policy is supported by the Health & Safety Policy, the Environmental Policy, Sustainable Development Policy and the Resource Efficiency & Material Policy.

## Governance

Company policy is approved by the Group Board which is chaired by the Chief Executive. Each policy is reviewed at least annually to ensure that we respond to clients, business strategy, legislation and any standards or codes of practice determined by the market.

Oversight of the SHE Policy is the responsibility of the Director of SHE, HR and Office Services. A number of working groups exists throughout the company to respond to and feed into policy requirements.

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

**Donna Newell**  
Director of SHE, HR and Office Services

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signed copies available on request.*

**Robert Bond**  
Group Chief Executive

**Dated:** November 2012