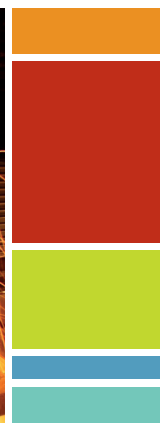


# HEALTH AND SAFETY POLICY



## 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 fully committed to operating every aspect of our business in compliance with all relevant health and safety legislation, 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 2007.

One of our key achievements has been to gain certification to the OHSAS 18001:2007 Occupational Health and Safety Management Systems Requirements Standard. Our procedures are designed to make sure that we maintain this certification.

### Policy

Rydon believe a zero tolerance commitment is essential to achieve the elimination of all incidents, resulting from our actions.

Any incident or action has the potential to cause harm, and we particularly recognise those of us 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 the complete avoidance of damage to:

- Public utilities; and
- Property of any kind, including our own 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;
- To report ALL unsafe acts, near misses and incidents;
- To follow instruction; and
- To 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.

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

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



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

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



**Robert Bond**  
Group Chief Executive

Dated: September 2011