

Health and Safety Policy

Balfour Beatty Regional Civil Engineering (BBRCE) considers that nothing it does is so important that it cannot be done safely. The health and safety of our employees and everyone else affected by our activities is fundamental to the success of our business and we believe there is never any conflict between our long-term financial success and our obligation to keep employees and members of the public safe.

Our policy is to create an environment in which everyone can work safely and healthily and in which those affected by our work remain safe. We will achieve this by identifying the hazards and risks involved in our activities, by taking the necessary steps to manage these risks and by adopting best practice.

We are committed to continually improving our health and safety performance. We believe that all injuries can be prevented. We will ensure, across all of our operations, that there is an appropriate health and safety management system which defines our organisational arrangements, specifies our controls and sets out our means of measuring and reviewing performance. We will set realistic health and safety objectives and we will comply with Balfour Beatty Group publications and health and safety legislation as a minimum standard.

The implementation of our health and safety management system is a line management responsibility, supported by functional specialists and relies upon the competence, cooperation and commitment of all employees. We will therefore:

- Actively involve our employees, partners and subcontractors in developing and sustaining a positive health and safety culture which demonstrates strong leadership and commitment.
- Develop the necessary competencies, through the provision of information, training, instruction and supervision, to enable all of our employees to fulfil their statutory obligation of complying with relevant health and safety legislation and to perform their duties safely and without risk to health.
- Promote a working environment where all employees look out for their own and their colleagues' safety, and stop and seek guidance if they are involved in an activity which they believe to be unsafe.
- Establish effective organisational communication, cooperation and control arrangements with documented procedures and guidance where appropriate.
- Seek employee participation and views on health and safety matters through the use of appropriate consultative mechanisms.

The Managing Director has overall management responsibility for this policy including the provision of adequate resources for its implementation and regular assessment of its effectiveness in securing continuing improvement in the Company's health and safety performance.

The policy will be brought to the attention of all employees, supply chain partners and persons working on behalf of the Company and will be reviewed at least annually. It will also be freely available to the public via the Company Internet Site.

