

HEALTH & SAFETY POLICY

This statement sets out Eco-SMART's management commitment for Health and Safety at work and applies across all our activities world-wide.

Target Zero:

Our target is zero accidents every day: Target Zero. We will do everything we can to remove the risk of accidents from our business, wherever we work.

In the regrettable event that an accident does occur, we will make every effort to learn from it, communicate the learning, improve for the future, and target zero accidents the next day.

Health Like Safety:

Our target is to achieve zero ill health caused or made worse by work. We will manage health like safety with clear arrangements in place wherever we work. In addition, we will use the workplace as a venue for promoting healthy lifestyles while recognizing that this remains a matter of personal choice.

This is our vision across Eco-SMART, and we use a wide range of tools to help us achieve it.

We will demonstrate an ongoing and determined commitment to improving Health and Safety at work throughout our organization. We will ensure the Health and Safety at work of all our people and those who may be affected by our work activities. We will comply with the requirements of Health and Safety legislation. We will lead the industry by promoting best practice and exceeding the guidance of relevant regulatory bodies. This policy reflects our commitment to ensuring the highest standards of Health and Safety at work which actively contribute to our success.

Our Health and Safety Policy **PEOPLE** "All our people and stakeholders will have an awareness and understanding of Health and Safety hazards and risks that affect our business and of the behaviors expected of themselves and others. They will have the competence to undertake their work with minimum risks to Health and Safety and will be engaged to reduce risk, remove hazards and improve our offer of a safe and healthy workplace."

• **LEADERSHIP** - Our leaders will create an open, innovative, fair and just culture and focus on the delivery of sustainable and exemplary health and safety performance.

• **BEHAVIOUR AND CULTURE** - We will identify desired and undesired behaviors for all our people. Additional behaviors will be identified for supervisors and managers, who will be expected to show leadership in health and safety.

• **ENGAGEMENT** - There will be active open communication, consultation and engagement with all our people, our supply chain and stakeholders. Health and Safety will be integrated into our communications, wherever appropriate. We will engage with our workforce on Health and Safety and act on issues raised and we will share learning both within our organization and elsewhere.

• **HEALTH AND SAFETY POLICY STATEMENT** - Adequate resources will be provided to ensure all our people, our supply chain and stakeholders are aware of this policy and committed to its effective implementation.

• **MANAGEMENT ROLES AND RESPONSIBILITIES** - Roles and responsibilities for Health and Safety will be defined, as necessary, within job descriptions or profiles. Senior Management will ensure that adequate resources are provided for Health and Safety; Health and Safety is adequately assessed, controlled and monitored; and our people are actively involved on matters that affect Health and Safety.

• **COMPETENCE** - All our people will be adequately engaged, instructed and trained on the Health and Safety issues that affect them, and the safe working practices that should be followed. We will ensure the Health and Safety competence of our supply chain and stakeholders.

• **SUPPLY CHAIN** - We will engage and collaborate with our supply chain partners to ensure their: - Health and Safety capability and competence fulfil our expectations; - Health and Safety performance is monitored and reviewed; and - Work activities do not give rise to negative Health and Safety impacts.

• **INFLUENCING STAKEHOLDERS** - We will work hard to engage and influence everyone who is involved in or impacted by our work to drive improvements in Health and Safety. We will only work with partners and customers who are willing to fulfil our Health and Safety expectations.

• **HEALTH AND WELLBEING** - We will assess our occupational health risks. All our people will be informed of the occupational health risks that affect their work. We will take action to prevent, reduce or control occupational health risks to an acceptable level and reduce the potential for ill health, including assessing all our people's fitness for work, as we work towards our vision of zero ill health caused or made worse by work. Health surveillance will be conducted to satisfy Health and Safety legislation. We will use the workplace as a venue to promote healthy lifestyles.

PROCESS "Our work activities achieve compliance with legislation, and our people are empowered to take action to minimize Health and Safety risks."

• **HAZARD IDENTIFICATION** - We will identify our workplace Health and Safety hazards. We will inform our people, the supply chain and stakeholders, as appropriate, of these workplace hazards. We will require our supply chain and stakeholders to identify Health and Safety hazards that may impact on our work activities.

• **RISK ASSESSMENT AND MANAGEMENT** - We will assess the risks associated with Health and Safety hazards in the workplace. All our people will be informed of the Health and Safety hazards and risks that affect their work. We will take action to prevent, reduce or control risks to an acceptable level and reduce the potential for incidents and accidents. We will require our supply chain and stakeholders to identify Health and Safety risks that may impact on our work activities.

• **INCIDENT INVESTIGATION** - We will report and investigate accidents, incidents and near misses to drive improvement in our Health and Safety management. Any lessons learnt from such events will be used to take corrective action to prevent recurrences.

• **HEALTH AND SAFETY MANAGEMENT SYSTEM** - We will implement management systems to ensure we: - comply with Health and Safety

legislation; - fulfil the requirements of OHSAS18001; and - continually improve our Health and Safety performance.

• **GOVERNANCE AND COMPLIANCE** - We will adopt robust and systematic working practices and processes, develop them in a controlled way to meet new challenges and monitor them to ensure they remain effective.

• **PERFORMANCE** - "Carillion is recognized for excellence in the way it manages Health and Safety."

• **MEASURING PERFORMANCE** - We will actively and openly, review and report on our Health and Safety performance against published objectives and targets. Improvement plans will be developed to support the delivery of these objectives and targets.

• **DEVELOPING INNOVATIVE PRACTICES** - We will constantly encourage, develop, review and share "Health and Safety Good Practice" both internally and externally.

• **DELIVERING OUR POLICY:** The requirements of this policy will be communicated to all our people and will be delivered by generating a culture that does not tolerate threats to Health and Safety, and ensuring the real engagement of all our people, the supply chain and stakeholders

Business Units will implement management statements that explain how this policy will be delivered in the workplace.

POLICY REVIEW: This policy has immediate effect and replaces all previous versions. This policy will be reviewed and amended, as necessary.