

BAM UK & Ireland

Health, Safety and Wellbeing Policy Statement

BAM UK & Ireland is an operating division of Royal BAM Group n.v. and consists of three business segments: BAM Construction, BAM Infrastructure and BAM Ireland.

This policy is applicable to all BAM UK & Ireland activities. Every employee is obliged to take reasonable care for their own safety and wellbeing and for that of others who may be affected by their acts or omissions. They are also obliged to co-operate with their employer in respect of matters concerning health, safety and wellbeing. To achieve this, we:

- drive a culture of positive behaviours throughout all BAM personnel and within our supply chain
- assess the competence of our employees and supply chain
- provide information, instruction, training and supervision as necessary
- provide definition of roles and responsibilities within all role profiles
- provide a working environment and systems of works which are safe 'by design', ensuring our resources such as plant, equipment and facilities are maintained to the highest standards
- provide adequate facilities and arrangements for engaging with the workforce and consult and involve workers and their representatives about measures to improve safety and wellbeing
- enable employees and contractors to raise issues relative to occupational health, safety and wellbeing
- appoint sufficient and suitable resources necessary for implementation of this policy
- provide appropriate welfare facilities
- identify hazards, assess risks and, where reasonably practicable, eliminate or reduce risk to an acceptable level
- promote and encourage mutual respect for people involved in our work activities and also in the communities in which we work
- accommodate Joint Venture and Client requirements without lowering of BAM standards
- provide training awareness and support to improve people's wellbeing
- increase awareness of the risks from poor mental health and wellbeing
- provide an employee assistance programme and wellbeing champions for those in need
- determine employees' and contractors' fitness to work from medical examination and occupational health surveillance

This policy is achieved by effective operation of our integrated management systems together with the active leadership, participation, professionalism and commitment of all personnel. The management

systems aim to meet the requirements of the division, our clients and other interested parties.

The Divisional Leadership Team regards the responsibility of management in implementing this policy statement to be fundamental to BAM UK & Ireland Division meeting its standards and commitments.

Executive Directors are responsible for ensuring the implementation of this policy within their area of control.

Our approach provides the framework to set and monitor objectives with key focus on:

Management systems

- continually improve the health, safety and wellbeing management systems to strengthen controls, reduce risk, improve effectiveness and enhance lives

People

- upskill people in health, safety and wellbeing to continually improve understanding and competence
- involve our people in determining key objectives

Culture

- drive a collaborative, inclusive culture of health, safety and wellbeing
- promote 'Everyone Safe and Well Everyday' ethos

Knowledge

- facilitate the sharing of knowledge and lessons learned, both internally and externally
- drive current best practice awareness and adoption

The COO for UK & Ireland has appointed a Director to represent health and safety for each of the segments and a Head of Workplace Health and Wellbeing for the Division to ensure awareness of this policy is promoted throughout the Division, the effectiveness is monitored and areas for continual improvement identified and implemented.

This policy statement has been approved electronically. Proof of approval can be seen upon request

John Wilkinson
Chief Operating Officer
BAM UK and Ireland

