

STANDARDS to be met: UK Legislation, Company Law & ISO 45001:2018

1 Company Policy For Health, Safety & Welfare Management

It is the policy of Willmott Dixon Holdings (referred to as "Group") to:

- a) Safeguard the health, safety and welfare of all its employees while at work, and to provide, so far as is reasonably practicable, working environments which are safe and without risks to health.
- b) Conduct its undertakings in such a way as to ensure, so far as is reasonably practicable, that people not in its employment (visitors, contractors and members of the public) but who may be affected, are not exposed to risk to their health and safety.
- c) Recognise its obligations to meet all relevant legislative requirements pertaining to health and safety, which apply to any of the undertakings of the organisation.
- d) Organise and arrange its affairs to ensure compliance with and commit to continual improvement of the Policy.
- e) Undertake management reviews of this Policy and the associated Occupational Safety and Health Management System on an annual basis taking action if necessary, to ensure its effectiveness and compliance with changes in the nature of the Groups operations, structure, legislation, best practice and procedures.

2 Scope of the System

The scope and structure for the system's operation is as depicted in RMS-RM-051 with the Directors responsible for environment and their defined areas of operation listed in RMS-RM-052.

3 Operation of the Policy

In carrying out the General Policy Statement it is the practice of Willmott Dixon Group to:

- a) Maintain an active interest in the implementation of the Company Policy for Health, Safety & Welfare by Local Company Office's (LCO's) to ensure that all levels of management carry out their duties in this respect.
- b) Ensure that the managerial responsibility and accountability for the health, safety and welfare of its employees, and for the health and safety of others that may be affected by its undertakings, is specified in writing.
- c) Ensure that appropriate safety training and instruction is provided, and that accident prevention is included in all relevant training programmes.
- d) Sustain an awareness of the need to prevent accidents and risks to health and wellbeing in the minds of all employees. Investigate and ensure learning from all incidents /non-conformances.
- e) Take into account, when planning its work, any aspects, which may help to eliminate injury, industrial disease, pollution and waste.
- f) Make appropriate accident prevention arrangements at the workplace and maintain liaison with all other employers who have employees working at the same workplace as the company and members of the public.
- g) Encourage the discussion of health and safety matters at all levels, including the setting up of arrangements for worker engagement and joint consultations with employees through their appointed safety representatives as required by the Health & Safety (Consultation with Employees) Regulations 1996.
- h) Prepare, discuss, agree and review suitable amendments to the Company Policy for Health, Safety & Welfare as considered necessary.
- i) Monitor performance and trends through the annual Management Review to set objectives, for continued improvement, with the SHE Compliance Panel.

- j) Ensure that the Group Health and Safety Policy is applied to all contracts so far as is reasonably practicable.

4 Organisation of the Policy

- a) The responsibility for all matters related to health and safety within the Willmott Dixon Group rests with the Group Director responsible for Non-Financial Risk and Compliance on behalf of the Group Chief Executive.
- b) The responsibility for all matters relating to health and safety within each Business rests with the respective Chief Executive/Operating Officer.
- c) The Managing Director of each LCO is responsible to the Chief Operating Officer (COO), the Functional Heads and the respective Chief Executive of each Business within the Group structure for all matters relating to health and safety within their LCO (see RMS-RM-052).

5 Arrangements for the Policy

- a) Each LCO will inform all its employees of their responsibility to take reasonable care of the health and safety of themselves and others who may be affected by their acts or omissions while at work, and for complying with health and safety legislation which relates to them in the performance of their duties.
- b) The Group Safety Inspectors will inspect, monitor and report on the effectiveness of the Safety Policies and practices of all LCO's and will, where necessary, enforce the Policy by imposing fines and/or prohibition notices.



Julia Barrett
Chief Sustainability Officer

Group Director Responsible for Non-Financial Risk and Compliance
WILLMOTT DIXON HOLDINGS LIMITED

RMS- OTHER RELEVANT DOCUMENTS

- RM-041 Needs & Expectations of Interested Parties (NEIPs) Assessment**
- RM-042 Political, Economic, Social, Technological, Legal & Environmental (PESTLE) Analysis**
- RM-043 Sustainable Development Company Risks and Opportunities Assessment**
- RM-044 Value Chain Influence and Control**
- RM-051 Leaders Responsible for Risk and Obligation Management**
- RM-052 Organisational Structure for Risk and Opportunities Management**