

HEALTH & SAFETY POLICY DOCUMENT

JULY 2026

This Policy document applies to all employees, contractors and those working on behalf of Galliford Try Holdings plc and INCLUDES: Morrison Construction Limited, Galliford Try Construction Limited, Galliford Try Infrastructure Limited and all subsidiaries.

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Foreword

This Health and Safety Policy Document has been produced for Galliford Try Holdings plc and INCLUDES: Morrison Construction Limited, Galliford Try, Construction Limited, Galliford Try Infrastructure Limited and all subsidiaries.

This Health and Safety Policy Document details the Galliford Try declaration of intent in respect of health and safety management and aims to assist all employees in meeting health and safety legal requirements in line with the Health and Safety Policy Statement.

Galliford Try as an employer will ensure, so far as is reasonably practicable, the health and safety at work of all its employees. In addition, Galliford Try will conduct its undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in its employment who may be affected by Galliford Try are not exposed to risks to their health or safety.

Galliford Try also recognises that every employee whilst at work must take reasonable care for the health and safety of themselves and of other persons who may be affected by their work.

The Health and Safety Policy Document is based on legislative compliance which it is recognised may differ in parts of the Company's undertaking. Similarly, the level of reasonable practicability may be affected by the business concerned. Where possible, Galliford Try will aim to raise the standards within the Company to exceed the industry standard.

The main responsibility for ensuring the health and safety of employees and for reducing risk to others, including members of the public, affected by work activities rests with Galliford Try as the employer, under the requirements of the Health and Safety at Work Etc. Act 1974 ("HSW Act")

The general duties on employers under the HSW Act are expanded by a number of Regulations that will be reviewed for changes by Galliford Try on a regular basis.

In order to ensure the health and safety of our activities, we will:

- ◆ Assess the work-related risks to employees and others that may be affected.
- ◆ Have effective arrangements in place for the planning, organising, controlling, monitoring and reviewing of preventative and protective measures.
- ◆ Appoint one or more competent persons to help in undertaking the measures needed to comply with health and safety law; and
- ◆ Provide employees with comprehensible and relevant information on the risks they face and the preventative and protective measures that control the risks.

All contractors employed by the Company shall be required to demonstrate a similar commitment to the management of health and safety.

The Health and Safety Policy Document consists of three parts:

1. The **Health and Safety Policy Statement** is the declaration of intent, signed by the Executive Board, which sets out the required standards of health, safety and welfare to be achieved across the Company and the management commitment to those standards in terms of accountability.
2. The **Organisation Responsibilities** details the health and safety responsibilities across the Company.
3. The **Arrangements for Health and Safety** covers the systems the Company has in place to assist in ensuring health and safety management in the workplace.

GALLIFORD TRY HOLDINGS PLC HEALTH AND SAFETY POLICY DOCUMENT



1.0 Policy Statement

Galliford Try Holdings plc

PO-HSE-001 Health, Safety and Wellbeing Policy Statement



Galliford Try is committed to providing a safe and healthy working environment by identifying and minimising the risk of injury and occupational ill-health, and by promoting the wellbeing of our employees and all those affected by our operations. We recognise our responsibilities under health and safety legislation and are guided by the belief that all incidents are preventable.

We take into account the environment in which we operate and actively engage with our employees, clients, regulators, and other stakeholders to ensure our health and safety management system remains relevant, inclusive, and effective.

OUR VISION ...we aspire to no harm by creating and maintaining a culture where caring for our people and those who work with us is our top priority.

OUR COMMITMENT ...our Leaders will;

	Demonstrate visible leadership and take responsibility for health, safety and wellbeing, working with our employees, supply chain and stakeholders to meet their needs and improve our performance.
	Set, communicate, and monitor clear health and safety objectives aligned with business priorities, supported by defined annual leading and lagging performance indicators.
	Promote a positive health, safety, and wellbeing culture by investing in our Challenging Beliefs, Affecting Behaviour programme.
	Ensure all employees are suitably trained and competent, understand their health and safety responsibilities, and are provided with relevant and appropriate health and safety training, instruction, and information.
	Support and empower our teams to positively identify hazards, risks and opportunities without reprisal.
	Provide the right people, facilities and resources to manage health, safety and wellbeing and support continual improvement.
	Ensure wellbeing support and advice is provided.
	Ensure compliance with applicable legal requirements and other compliance obligations and align with relevant industry best practices, with regular reviews integrated into operational processes.
	Regularly monitor performance to drive continuous improvement through learning, innovation, and feedback.
	Ensure suitable actions are taken and effectiveness assessed following any incidents or non-conformances to support learning and improvement.

BUSINESS WIDE PRIORITIES 2026/27

- ◆ Maintain and continually improve our certified ISO 45001 management system to protect people and promote a safe, healthy workplace.
- ◆ Track and analyse health, safety, and wellbeing performance metrics to drive smarter decisions and continuous improvement.
- ◆ Broaden the scope of CBAB to promote a culture of Safety in Construction and Safety in Use.
- ◆ Review HSE training and core competency arrangements to align with the 2030 Business Growth Strategy.
- ◆ Make our health, safety and environmental systems simpler and more effective, so they reflect how our business operates and support our teams to work safely.
- ◆ Elevate critical risk-based thinking and support teams in applying the hierarchy of controls.
- ◆ Advance our approach to monitoring providing greater visibility and consistency to inform decisions.

Signed for and on behalf of the Executive Board:

Bill Hocking
Chief Executive
Galliford Try Holdings Plc

Reviewed: July 2026
Next Review: July 2027

This Policy applies to all employees, contractors and those working on behalf of Galliford Try Holdings plc and INCLUDES: Morrison Construction Limited, Galliford Try, Construction Limited, Galliford Try Infrastructure Limited and all subsidiaries.

Send improvement feedback to bms@gallifordtry.co.uk

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2.0 Organisational Responsibilities

Each Galliford Try Business Unit has its own Management Board that deals with all operational health and safety matters. The Directors within Galliford Try have the ultimate responsibility for the safe and healthy execution of their operations together with Operational Directors and Managers with support from the Health, Safety and Environment Director.

Within each of the Business Units, the Directors and Managers have responsibility for health and safety matters in their operations, with the support of their health and safety support staff.

The immediate responsibility for health and safety in each workplace is carried by the most senior line manager involved.

Responsibilities have been outlined in this document for each of the following roles:

- 2.1 Galliford Try Executive Board
- 2.2 Health, Safety and Environmental Director
- 2.3 Divisional Board
- 2.4 Business Unit Board
- 2.5 Business Unit Managers Senior Leadership Teams
- 2.6 Health, Safety and Environmental Team
- 2.7 Design Leads
- 2.8 Project Leads
- 2.9 Temporary Works Co-ordinators
- 2.10 Engineering Staff
- 2.11 Site Supervisors
- 2.12 Commercial and Site Support Staff
- 2.13 Operatives
- 2.14 All Personnel

Note: Where such roles do not exist, it is the responsibility of the Business Unit Board to re-assign the health and safety roles accordingly.

2.1 Galliford Try Executive Board

Definition: Executive Board chaired by the Chief Executive Officer and comprising Chief Executive Director, Finance Director, Divisional Managing Directors, HR Director and the General Counsel & Company Secretary. Responsible for the executive management of the Company.

The Galliford Try Executive Board has overall responsibility for ensuring the health and safety of Galliford Try employees whilst at work and all other persons not in its employment who may be affected by Galliford Try operations.

In meeting the Galliford Try Health and Safety Policy the Galliford Try Executive Board shall, where reasonably practicable:

- a. Provide the organisation, finances and resources necessary for the implementation of the HS&E Management Systems
- b. Appoint an Executive Board Director to be responsible for health and safety.
- c. Include health and safety review of performance in Executive Board meeting agendas and respond accordingly.
- d. Take reasonable steps to ensure that Galliford Try complies with health, safety and environmental legislation.

2.2 Health, Safety and Environmental Director

Definition: Non-board director qualified as a professional in Health and Safety – reports directly to the Chief Executive and manages the Health, Safety & Environmental Department

The Health, Safety and Environmental Director shall, where reasonably practicable, ensure that:

- a. The Health and Safety Policies and associated management systems are reviewed and updated as appropriate.
- b. Business Units are advised of new and forthcoming legislation specific to their scope of works.
- b. Adequate resources are in place for the required level of health and safety monitoring and reporting.
- c. Effective performance monitoring through health and safety reviews is implemented and pro-active and sufficient health and safety support is provided to the Business Units.
- d. Monthly health, safety and environmental performance reports are provided to the Galliford Try Executive Board.
- e. Annual health and safety reports are provided on the performance of the Galliford Try Group.
- f. Health, safety and environmental training requirements / competency levels are clearly defined for all staff levels.
- g. Communication of health, safety and environmental information is provided in an appropriate manner.

2.3 Divisional Board

Definition: Divisional Managing Director, Business Unit Managing Directors and other Divisional Directors responsible for matters concerned with the management of a Division.

The Divisional Board has overall responsibility for ensuring the health and safety of Galliford Try employees whilst at work and all other persons not in its employment who may be affected by Galliford Try operations.

In meeting the Galliford Try Health and Safety Policy the Galliford Try Divisional Board Directors shall, where reasonably practicable:

- a. Provide the organisation, finances and resources necessary for the implementation of the Galliford Try Health and Safety Policy.
- b. Include health and safety in Divisional Board meeting agendas and monitor the Division's health and safety performance and respond accordingly.
- c. Take reasonable steps to ensure that the Division complies with health and safety legislation.
- d. Direct the Division in relation to any perceived improvements required in health and safety standards.

2.4 Business Unit Board

Definition: Business Unit Board, chaired by the Business Unit Director and comprising other Business Unit Board Directors. Responsible for matters concerned with the management of the Business Unit.

The Business Unit Board has overall responsibility for ensuring the health and safety of all its employees whilst at work and all other persons not in its employment who may be affected by Business Unit operations.

In meeting the Galliford Try Health and Safety Policy the Board Directors of each Business Unit should, where reasonably practicable:

- a. Provide the organisation, finances and resources necessary for the implementation of the Health and Safety Policy.
- b. Be aware of the Health and Safety Policy requirements and other statutory requirements affecting their operations and seek further advice when necessary.
- c. Include health and safety in Business Unit Board meeting agendas and monitor the Business Unit's health and safety performance and respond accordingly.
- d. Accommodate a sufficient number of competent health and safety personnel to implement the requirements of the Health and Safety Policy and management system.
- e. Instruct that operational managers take immediate action where Health, Safety & Sustainability Advisors require that work operations should stop due to unsafe working practices.
- f. Ensure that staff at all levels receive the appropriate health and safety training.
- g. Ensure that staff under their control are provided with the Health and Safety Policy and Management Systems and they are conversant with its requirements.
- h. Ensure appropriate data is provided on accidents, incidents, dangerous occurrences and enforcement action to enable the production of monthly health and safety performance reports.
- i. Monitor the health and safety performance of sites, including Health, Safety & Sustainability Advisors' performance reports, and take the appropriate action whenever safety performance fails to meet legal or the Company's own health and safety standards.
- j. Actively promote at all levels Galliford Try's commitment to effective health and safety management.

- k. Ensure accident and incident investigations are completed and that any non-compliances reported on internal or external health and safety reports/audits are appropriately closed out.
- l. Ensure all reportable accidents and incidents are reported to the Health, Safety and Environment Director, solicitors and insurers as appropriate.
- m. Ensure that any enforcement notices / fees for intervention etc are discussed with the Health, Safety and Environment Director and responded to in a timely manner.
- n. Ensure that a suitable internal health and safety forum, e.g. team briefing, health and safety review meeting or other, which includes the attendance of senior management, operational, and health, safety and sustainability personnel, is held at regular intervals to discuss the health and safety performance of the Business Unit and agree opportunities for improvement as appropriate.
- o. Ensure effective consultation, engagement and communication of health and safety information throughout the Business Unit.

2.5 Business Unit Managers

Definition: Non-Board Directors, Operation Director, Managers, Project Directors, Managers, Construction, Contract Managers and other managers with responsibility for other employees. Note: where a Business Unit Manager does not exist Business Unit Directors shall re-assign their responsibilities accordingly.

In meeting the Galliford Try Health and Safety Policy and management systems the Business Unit Managers shall, where reasonably practicable:

- a. Be aware of the Health and Safety Policy and management system requirements and other statutory requirements affecting their core operations and seek further advice when necessary.
- b. Ensure that they follow the processes for formally appointing personnel to be responsible for health and safety matters in every workplace.
- c. Ensure that there is adequate supervision in place to cover all workplaces and work operations as appropriate, and to report and manage any health and safety incidents.
- d. Ensure that regular health and safety reviews take place at all workplaces, as appropriate and, in conjunction with the workplace management team and health, safety and sustainability support staff.
- e. Monitor the overall health and safety performance of all operations under their control and ensure that appropriate action is taken whenever operations fail to meet legal or the Company's health and safety standards.
- f. Discuss and engage on health and safety matters with operational staff at regular workplace management meetings.
- g. Ensure operational staff have adequate planning time, resources, information, skills, competence and training to carry out the operations in accordance with the Company's health and safety standards.
- h. Report through appropriate line management any problems with, or improvements required to this Policy or management system.

- i. Actively promote at all levels Galliford Try's commitment to effective health and safety management.

2.6 Health, Safety and Environmental Support Staff

Definition: H&S Systems Manager, Heads of Health, Safety & Environmental Managers / HS&E Lead Advisors, Environmental Managers / Advisors.

In meeting Galliford Try's Health and Safety Policy and management systems all health, safety and environmental support staff shall, where reasonably practicable:

- a. Provide specialist health and safety input to operational staff, from the planning stage through to completion of any works, through advice, guidance and support.
- b. Carry out a health and safety review at all workplaces on a regular basis, as appropriate, to ensure compliance with the Galliford Try Health and Safety Policy and management systems
- c. Where working practices are observed that pose a significant risk to health and safety, ensure that, where possible, the unsafe operation is stopped; inform site and Business Unit management immediately; provide appropriate support, advice and assistance in identifying and implementing the necessary remedial and preventative actions.
- d. Provide suitable health and safety information to the Business Unit in the form of staff briefings, annual update forums, workshops, presentations etc and support and participate in any Company health and safety induction programmes as appropriate.
- e. Collate the health and safety information, as provided by workplace management for monthly reports.
- f. In conjunction with the operational staff, identify areas/operations that require specific health and safety improvement and assist in the organising or undertaking of such improvements as appropriate.
- g. Provide information in the form of instructions, Guidance Notes, health and safety bulletins etc, as appropriate, and ensure operational staff are provided with communications on safe working practices and alerts.
- h. Ensure induction instructions are reviewed regularly for relevance to current operations and ensure that they are being effectively communicated.
- i. Assist operational staff in the review of high-risk contractors' method statements, provide appropriate assistance in assessing other method statements, and monitor the implementation of the same in the workplace, as appropriate.
- j. Assist Business Units in the performance management of contractors.
- k. Assist project management through advice, information training and encouragement as appropriate to ensure that businesses and projects continually meet legislative requirements, Galliford Try Policy and the business management systems.
- l. Ensure that the relevant manager is advised if operations are not achieving the required health and safety standards, and further advise the Operations Director, Business Unit Managing Director and Health, Safety and Environmental Director as appropriate.

- m. Communicate effectively with the Health and Safety Executive (HSE) and other enforcing bodies regarding this Health and Safety Policy and all relevant inspections, accidents and incidents.
- n. Ensure that relevant accidents, incidents and dangerous occurrences are reported promptly to the Business Unit Directors, Health, Safety and Environmental Director and the Health and Safety Executive, as appropriate.
- o. Promptly investigate all accidents/incidents and the Reporting of Injuries, Disease and Dangerous Occurrences Regulations (RIDDOR), and make known and discuss any significant findings/recommendations within the Business, as appropriate.
- p. Liaise with Business Unit Managers on operational health and safety standards.
- q. Provide feedback to the Health, Safety and Environmental Director on the effectiveness of the Company's health and safety management systems and any improvements necessary.
- r. Promote involvement in health and safety management of all operational staff by discussion, briefings, training sessions and effective communication.
- s. Review all workplaces in line with the requirements of current statute.
- t. Monitor the Business Units to ensure that all staff, including office-based personnel, receive appropriate health and safety training and instructions.

2.7 Designers

Definition: Any persons involved with the preparation, modification or specification of design, or arranges for or instructs any person under their control to do so.

In meeting the Galliford Try Health and Safety Policy all Designers and Design and Build Managers should, where reasonably practicable:

- a. Ensure that all designs are carried out in compliance with the relevant regulations, this Health and Safety Policy and the Company's management systems.
- b. Ensure that regular design reviews and assessments are jointly undertaken with the design and operational staff as appropriate.
- c. Ensure competency assessments are carried out where design consultants are employed.
- d. Report through appropriate line management any problems with, or improvements required to, this Policy and the Company's management system.

2.8 Senior Site Managers

Definition: Project Manager, Site Manager or other persons appointed as the most senior person with overall responsibility for managing projects, sites or premises.

In meeting the Galliford Try Health and Safety Policy all Senior Site Managers should, where reasonably practicable:

- a. Be aware of the Galliford Try Health and Safety Policy requirements, Company's management system and other statutory requirements affecting their operations and seek further advice when necessary.

- b. Ensure that all Supervisors are aware of their health and safety responsibilities.
- c. Ensure all new employees, contractor's employees and visitors, including delivery drivers, are instructed on the relevant sections of the Health and Safety Policy and any location-specific requirements.
- d. Organise and plan workplaces so that work is carried out in accordance with the Company's management system with minimum risk to employees, other contractors and members of the public.
- e. Bring to the attention of the Business Unit Manager and Health, Safety & Sustainability Advisor, as appropriate, any health and safety improvement required, or problems being encountered.
- f. Plan health and safety requirements into all operations in accordance with the Company's management system.
- g. Ensure that adequate supplies of personal protective equipment are available and worn as appropriate.
- h. Accompany Health and Safety Executive Inspectors and Enforcing Officers on their visits to sites/workplace.
- i. Make full use of the services of the Health, Safety & Sustainability team and ensure that all reasonable recommendations are actioned. Report immediately any dangerous occurrences, reportable accidents, significant incidents or enforcing bodies' visits to their Health, Safety and Sustainability Team.
- j. Ensure that all contractors are made aware of their responsibilities for health and safety matters on the project.
- k. Actively promote at all levels the Galliford Try's commitment to effective health and safety management.
- l. Ensure that all risk assessments (including COSHH, Noise etc) are effectively monitored, reviewed and communicated at the workplace.
- m. Identify the requirements for method statements and ensure that they are produced and reviewed on time. Identify method statements required distribution (e.g. foremen, supervisors, operatives, and customer) and ensure that they are followed and controlled as appropriate.

2.9 Temporary Works Co-ordinator

Definition: Structural Engineer, other Engineer or competent person appointed to be involved with the management of design of formwork, temporary supports and scaffold etc.

In meeting the Galliford Try Health and Safety Policy any person appointed as a Temporary Works Co-ordinator should, where reasonably practicable:

- a. Ensure that temporary works programmes and design briefs include all relevant information for health and safety, e.g. any identified hazards and risks identified in health and safety plans in construction.
- b. Ensure that all the temporary works needs of a project are identified through an appropriate technical review.
- c. Ensure that temporary works are constructed, loaded and dismantled in accordance with the design and the health and safety plan, as appropriate, and that relevant certificates are in place.
- d. Issue control permits to use/load and dismantle as appropriate.

- e. Work to the specifics of the Company's temporary works processes.

2.10 Engineering Staff

Definition: Any trained engineer who provides technical guidance, solutions and expertise for project.

In meeting the Galliford Try Health and Safety Policy all Engineering Staff should, where reasonably practicable:

- a. Be aware of the Galliford Try Health and Safety Policy and management system requirements and other statutory requirements affecting their operations and seek further advice when necessary.
- b. Ensure that persons under their control are fully briefed and work in a safe manner.
- c. Assist the managers and Foreman/Supervisors in achieving the Company's management system requirements by reporting unsafe operations and conditions.
- d. Take an active part in any site health and safety meetings attended.
- e. Ensure that if involved with permit to work systems, the information given is clear and concise, and monitor that the operation is being carried out as per instructions.
- f. Ensure that they are aware of the contents of any relevant risk assessments, method statements and health and safety planning meetings that concern the health and safety management of their operations.

2.11 Site Supervisors

Definition: Assistant Site Manager, Site Agent, all Supervisory Staff, Works Managers, Foreman, Gangers, Team Leaders or any other person in charge of the works, with responsibility for the supervision of people, materials, equipment etc.

In meeting the Galliford Try Health and Safety Policy all Site Supervisors should, where reasonably practicable:

- a. Be aware of the Galliford Try Health and Safety Policy, management system and other statutory requirements affecting their operations and seek further advice when necessary.
- b. In conjunction with the Senior Site Manager, ensure all new employees, contractor's employees and visitors, including delivery drivers, are instructed on the Company's management system and any project-specific requirements, as appropriate.
- c. Ensure that all affected persons are briefed on the contents of any risk assessment and method statements produced, and monitor operatives (including contractors) for compliance.
- d. Ensure that an adequate supply of personal protective equipment is kept on the site and implement disciplinary procedures against any employee who abuses or does not make full use of this equipment when required.
- e. In conjunction with the Senior Site Manager plan health and safety standards into all work activities.
- f. In conjunction with the Senior Site Manager discuss health and safety matters with all supervisors, including contractors, on a regular basis, and record where appropriate.
- g. Ensure all statutory and Company specific inspections are carried out as prescribed in the management systems.

- h. Make full use of the services of the Health, Safety & Sustainability Advisors and co-operate with them to achieve the desired health and safety standards at all workplaces.
- i. Follow the Company's management systems and report any problems in achieving these standards to the Senior Site Manager and Health, Safety & Sustainability Advisor, as appropriate.
- j. Actively promote at all levels the Galliford Try commitment to effective health and safety management.
- k. Ensure that the requirements of all risk assessments are brought to the attention of all operatives involved.
- l. Ensure that when Permits to Work are issued, all operatives involved in the work operations understand them.
- m. Actively encourage employees to report health and safety problems.

2.12 Commercial and Site Support Staff

Definition: Planners, Pre-commencement Managers, Estimators, Surveyors, Buyers etc who are involved in the procurement of resources e.g. materials, labour, equipment, drawings, advice, information, etc.

In meeting the Galliford Try Health and Safety Policy all Commercial and Site Support Staff should, where reasonably practicable:

- a. Ensure persons under their control work in a safe manner.
- b. Assist the workplace management in achieving the Company's health and safety standards at any site, by reporting unsafe operations and conditions.
- c. Suggest ways of improving overall health and safety performance.
- d. Ensure the provision of support services does not knowingly compromise the workplace health and safety standards in place.
- e. Abide by any health and safety rules and instructions given at any location-specific induction.
- f. Wear mandatory PPE and any site-specific PPE, as appropriate, when visiting any site.

2.13 Operatives

Definition: Labourer, ground worker, machine operative, tradesman or another worker in a non-managerial/supervisory role.

In meeting the Galliford Try Health and Safety Policy all operatives should, where reasonably practicable:

- a. Make themselves familiar with the Health and Safety Policy and adhere to all the site rules, notices and procedures made known to them.
- b. Actively participate in the management of health and safety by reporting all incidents, accidents and near misses.
- c. Where appropriate, participate in safety committees or other formal consultation procedures.
- d. Follow the safe method and systems established for the site which may be set out in method statements, risk assessments, site rules, or otherwise.

- e. Refrain from working if they think either their health and safety or that of others will be compromised by the environment, or the work to be undertaken, and inform their immediate line manager of their concerns.

2.14 All Personnel

Definition: Any employee regardless of employment status e.g. labour only, self-employed

In meeting Galliford Try's Health and Safety Policy all personnel have a duty and obligation to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions. Galliford Try expects a reasonable and responsible attitude from all employees towards meeting their health and safety obligations at work.

All employees should, where reasonably practicable:

- a. Be conversant with the relevant requirements identified in Galliford Try's Health and Safety Policy and the Company's management system.
- b. Set a personal example by wearing the appropriate protective clothing/personal protective equipment when on site.
- c. Work in a safe manner at all times, take appropriate action where unsafe acts are observed and report any unsafe acts to the relevant manager.
- d. Assist the Company in achieving the required health and safety standards. Individuals who are considered to consistently ignore this aim shall be subject to disciplinary action.
- e. Use and maintain the correct tools and equipment and keep such tools and equipment in good condition, reporting any defects to the appropriate person.
- f. Abide by any health and safety rules and instructions given at any location-specific induction.
- g. Refrain from working if they think either their health and safety or that of others will be compromised by the environment or the work to be undertaken and inform their immediate line manager and Business Unit Director of their concerns.

Note:

Employees are reminded that it is an offence to intentionally or recklessly misuse or interfere with anything the Company uses or provides to comply with health and safety legislation.

Refusal or failure to comply with the Company Health and Safety Policy will be considered a serious disciplinary offence.

3. HEALTH AND SAFETY ARRANGEMENTS

3.1 Document Issue and Control

- a. The Health and Safety Policy is produced and controlled by the Health, Safety and Environment Director.
- b. The document shall be reviewed, and revised as necessary, at intervals not exceeding one year. Interim revisions will be issued as addenda when necessary.
- c. A copy of this Health and Safety Policy document will be issued to all employees, held on the intranet and made available to other interested parties, as appropriate.

3.2 Application

- a. The Health and Safety Policy has been produced for all activities undertaken by Galliford Try which forms part of their scope of works, this includes offices, sites and off-site operations.
- b. Galliford Try recognises that regulations, custom and practice will differ between Business Units, but will adopt and implement, as a minimum, the standards set out in the Galliford Try Health and Safety Policy. The Director of the Division and Senior management will ensure that this Policy is used as the basis of all operation-specific health and safety management, and that any processes developed by individual operating units incorporate Company guidance and requirements.
- c. Where a Division enters into a Joint Venture with one or more other entities, an agreement will be made, as part of the Contract, as to which health and safety management system will be utilised for operations. Where this is not the Galliford Try Health and Safety Policy Divisional Board authorisation and Galliford Try Executive Board notification is required.

3.3 Planning

Planning is an essential factor in meeting the Health and Safety Policy in order to identify the measures required to achieve effective risk management across the Company.

3.3.1 Hazard Identification, Risk Assessment and Risk Control

- a. At all workplaces, the Galliford Try management will identify potential hazards and assess risks in accordance with legislation and record the findings. Subsequent control measures for the management of risk will reflect the principle of risk elimination where reasonably practicable, followed by risk reduction, with the adoption of personal protective equipment as a last resort.
- b. The managers and supervisors will apply the Company's management system as appropriate to meet the specific demands of the workplace, to ensure a safe place of work and that safe systems of work are provided, so far as is reasonably practicable.
- c. Galliford Try's aims are to provide a safe place and safe systems of work through:
 - effective organisation and planning;
 - evaluation of risk;
 - identification of the appropriate controls, so far as is reasonably practicable, utilising the Company's management systems;

- production of suitable and sufficient risk assessments, method statements, permits to work, etc.; and
- supervision, inspection, monitoring and review.

3.3.2 *Legal and other Requirements*

The Company will maintain a process for identifying and assessing the legal and other requirements applicable to it. This information will be kept up to date and communicated to its employees and other relevant interested parties as appropriate.

3.3.3 *Objectives*

- a. The Company will develop and maintain documented and measurable health and safety objectives, as appropriate and in agreement with the Galliford Try Executive Board. This shall cover areas for improvement across the Group as a whole.
- b. Business Units in turn shall develop specific objectives as appropriate and in line with those agreed by their Divisional Board and specific business parameters.

3.4 **Implementation and Operation**

3.4.1 *Training, Awareness and Competence*

- a. We aim to provide all staff with the appropriate training and awareness according to their position, the work they are to undertake, and their health and safety responsibilities. Personnel with key safety roles and the appropriate competency levels shall be formally appointed at all workplaces.
- b. Health and safety training requirements will be identified for each level and function across the Company, and training provided as necessary. The Business Units will maintain systems for ensuring individuals have acquired and maintained the knowledge and competency required. Records of training will be maintained by each Business Unit.

3.4.2 *Consultation and Communication*

- a. The health and safety management systems are structured to ensure that all personnel have a clear understanding of what is expected, and what role the individual plays, in relation to health and safety.
- b. Galliford Try encourages participation in good health and safety practice and improvements to the health and safety standards from all those affected by its operations. To that end, appropriate means of communication shall be planned into all works at workplace, operation, contractor and individual level to ensure effective communication and consultation.

3.4.3 *Operational Control*

- a. The Company will maintain performance standards for activities associated with known risks to ensure, so far as is reasonably practicable, that minimum legal requirements are met, effective control and counter measures are applied, and risk control is continually improved.

- b. Performance standards take the format of documented management systems. These are subject to regular review as to their suitability and effectiveness and are amended as appropriate.
- c. Due to the variance of activities, management may need to take account as to the application of the performance standards in certain situations.
- d. Performance standards include, but are not limited to, the identified risks involved in the following areas:

3.4.3.1 Purchase of goods and services; and use of external resources

Standards will include for purchasing of hazardous materials and substances; evaluation of risk associated with plant and equipment; and the evaluation of the health and safety competence of contractors.

3.4.3.2 Hazardous Tasks

Standards will include for the identification of hazardous tasks; determination and approval of working methods; pre-qualification of personnel for hazardous tasks; and any safe systems of work and procedures controlling entry and exit of personnel to hazardous work sites.

3.4.3.3 Hazardous Materials

Standards will include for the identification, storage and control of hazardous materials, and provision and access to material safety data and other relevant information.

3.4.3.4 Maintenance of Safe Plant and Equipment

Standards will include for; the provision, control and maintenance of plant and equipment; provision, control and maintenance of personal protective equipment; operator competence; segregation and control of access; and inspection and testing.

3.4.4 Emergency Preparedness

- a. Each Business Unit shall prepare, and periodically test as necessary, emergency plans and procedures appropriate to the risks identified in each workplace. This may include, but is not limited to, emergency plans for first aid and casualty treatment, fire, rescue and evacuation procedures, etc.
- b. Emergency preparedness and response plans will be regularly reviewed after the occurrence of an emergency incident.
- c. Emergency plans will include for identification of potential emergencies; nominations of personnel to take charge of emergency situations; actions to be taken in an emergency; means of raising the alarm and evacuation procedures; and identification of any emergency equipment required.
- d. The workplace specific emergency plans should be communicated to employees at induction and health and safety briefings.

3.4.5 Discipline

We take the management of health and safety very seriously and shall take appropriate disciplinary action against any person whose behavior falls below that expected by the Company in terms of health and safety.

3.5 Performance Measurement and Monitoring

3.5.1 Monitoring of Safety Performance

- a. Galliford Try will identify and monitor health and safety performance across all operations to ensure, so far as is reasonably practicable; risk controls are implemented and effective, health and safety policy requirements and objectives are being met, and lessons are being learnt from any management system failures.
- b. Galliford Try shall ensure that there is sufficient approved supervision on a continual basis to adequately monitor health and safety performance, including any contractors' performance. Each Business Unit will maintain records, checklists, forms and registers, as appropriate, to document performance measurement.
- c. All workplaces shall be assessed by a Health, Safety & Sustainability Advisor on a regular and formal basis as appropriate, in order to measure performance against the management system. Reports of performance measurement will be recorded, communicated, discussed and addressed throughout the Division and into Galliford Try Exec as appropriate.

3.5.2 Accident/Incident Reporting and Investigation

- a. The Company will identify responsibilities and standards in order to ensure that accidents and incidents are reported, investigated and reviewed, as appropriate.
- b. All injury accidents will be reported and recorded and be subject to appropriate investigation. The Company will maintain processes to ensure that internal personnel and external interested parties are duly notified of accidents and any subsequent investigation, as appropriate and governed by legislation and policy requirements.
- c. The Company will provide guidance to ensure that each accident is investigated appropriately, in order to establish the facts of the event, identification of root causes, and corrective action required to prevent reoccurrence.

3.5.3 Accident and Incident Analysis

Information relating to accidents and incidents, and supporting data including personnel figures and hours worked, will be formally reported on a regular basis. This is to enable internal collation, analysis and reporting of data as an additional measurement of health and safety performance. This information will be distributed throughout the Company, as appropriate.

3.5.4 Audit

- a. Galliford Try will conduct audits of their health and safety management system on a periodic basis to determine the level of conformity against planned health and safety arrangements, and to ensure the management system is properly implemented and maintained.
- b. Results of audits will be forwarded to management for review and action as appropriate.
- c. Audits will be undertaken to ensure systems comply to the requirements of ISO 45001.

3.5.5 Management Review

- a. The senior management of each Business Unit shall review the overall performance of the health and safety management system on a regular basis, in order to ensure its continued suitability, adequacy and effectiveness.
- b. Records of the management review shall be kept and distributed as appropriate. These records will include the details, and implementation plan, of any required corrective actions.
- c. The results of management reviews will be collated for the Executive Board to review in order to identify opportunities for improvement across the Company and to include in the health, safety and sustainability action plan.

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