



HEALTH & SAFETY AT WORK POLICY

Purpose and scope

This is the Health and Safety policy statement for VINCI Construction UK (VCUK). It is owned by the Group Chief Executive Officer (CEO) and sets out our commitment to the management of Health and Safety across all our operations.

Our commitment

- We take our responsibility to manage Health and Safety very seriously.
- We reject the idea that workplace accidents and work-related ill health are unavoidable.
- We refuse to accept that delivery on time comes before Health and Safety.

Responsibilities

Our CEO is ultimately responsible for Health and Safety in VCUK and is supported by the Group HSEQ Director, one of his direct reports and a member of the Management Board.

The management of Health and Safety is principally a line management responsibility and so in line with our decentralised operating model, the CEO holds each Managing Director accountable for all aspects of the management of Health and Safety in their business.

The Group HSEQ Director manages a team of professionals to provide each Managing Director (and their teams) with the competent advice they need so they can meet their legal obligations.

We include specific responsibilities for our people in their role descriptions and we set out our general responsibilities in our Group HSEQ Standards.

Our approach

These are the things we do:

- We have a management system for Health and Safety that is certified to OHSAS18001 which is integrated with our systems for managing Quality and the Environment wherever possible.
- We use hazard identification and risk assessment to ensure that we have the right risk controls in place that minimise the chances of injury or ill health through safe systems of work.
- We give our people the right information, advice, training so they know their responsibilities and are competent to work and we hold everyone accountable for their behaviour.
- We have channels of communication which encourage all employees and their representatives to contribute to improvements in our Health and Safety performance.
- We have a just culture which helps us reward contributions to improving Health and Safety and we apply our disciplinary procedures to those who deliberately breach safety regulations, procedures or directions.
- We make sure that Health and Safety is an essential factor in the selection and management of joint venture and supply chain partners.
- We measure and report Health and Safety performance on a regular, consistent and meaningful basis so we can continue improving.
- We record, investigate and report all ill health, incidents, dangerous occurrences and close calls so we can learn from them and comply with the requirements of the law.
- We use plans and objectives to help us improve our performance.
- We review this policy every year, or when there are significant changes to the business.
- We provide sufficient resources to implement this policy in full.



Bruno Dupety
Chief Executive
VINCI Construction UK Ltd