



# HEALTH & SAFETY POLICY

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## Scope

The scope of this policy covers all work activities undertaken in Equans UK & Ireland.

Health and safety is at the core of our service delivery and it underpins all that we do. It is the policy of the business that all of our activities are carried out in accordance with statutory requirements and our Health & Safety Management System arrangements.

## Commitment

We are fully committed to ensuring the health and safety of all our employees and those affected by our business activities.

The UK Executive Board and senior management will ensure a positive health & safety culture is embedded within Equans via the implementation and execution of Equans' Safety First Programme.

Senior management commits to provide a healthy & safe working environment which aims to eliminate hazards and reduce risks to prevent injury and ill health.

Equans commits to demonstrate that all decisions have a clear balance in terms of legal compliance and the respect and care for people.

## Responsibilities

The UK Executive Board shall have overall responsibility for the implementation and review of our management system to ensure it continues to meet all statutory, regulatory and other requirements and the needs of interested parties.

Senior management ensure all our employees and those affected by our activities have a good understanding of the health and safety arrangements in our business.

Health and safety is a shared commitment, everyone in Equans has a responsibility towards their own health & safety and those affected by our activities.

Senior management are committed to the consultation and participation of workers, and any workers' representatives, to ensure that they are fully involved with the management of health & safety at Equans.

## Strategy

Our Health & Safety Policy and procedures support Equans' global 'fundamentals' - the common framework and ways of working that provide the basis for how we manage and operate across our entire business.

This aligns with the safety aspects of the Equans fundamentals and is focussed on managerial commitment, training and onboarding, a culture of safety and root cause analysis.

Through a process of monitoring, including external and internal audits, we shall ensure that the Management System is effective and continues to meet legal requirements and the needs of the business. This allows for collaboration, sharing of best practice and innovation in order to promote continual improvement within the business and the partnerships within which we work.

## Objectives

Equans undertakes a health and safety risk review to identify both risks and opportunities, enabling the development of the risk register and health & safety strategy framework. This includes the health and safety action plan and subsequent objectives and targets.

## How

The above requirements will be fully integrated into Equans UK & Ireland and all employees will actively co-operate, communicate and contribute to achieving the standards set out in this policy statement.

We will ensure that this policy is cascaded and communicated to employees throughout our business and made available upon request to interested parties.

This policy will be reviewed annually and updated as necessary to ensure that it continues to align with business strategy and objectives.

**Jean-Philippe Loiseau**

Chief Executive Officer  
Equans UK & Ireland

