

**Kier's purpose is to sustainably deliver infrastructure which is vital to the UK.** We are a leading provider of infrastructure services, construction and property developments and committed to delivering for communities and leaving lasting legacies through our work.

### Statement of Intent

Kier recognises its responsibility under current safety and health legislation and believes that incidents are preventable, and this belief underpins our commitment to people and assets in support of Kier's strategy. We will ensure that all workplace risks are identified and mitigated to an acceptable level.

Kier is actively committed to the provision of strong and active leadership; the engagement of the workforce in the promotion and achievement of safe and healthy conditions and the formal assessment and review of Kier Group's performance. This commitment is supported by senior management. Kier will provide adequate resources, information and training to ensure that the management teams will deliver this policy and its objectives.

### Policy Aims

To ensure effective implementation of this policy we will:

- Through visible and active leadership, ensure that employees are aware that working safely is a condition of employment.
- Identify and mitigate to an acceptable level, workplace safety and health hazards.
- Ensure employees are competent to undertake the tasks required.
- Ensure employees are empowered to delay or postpone any activity that is considered unsafe.
- Integrate safety and health matters into our business decisions.
- Engage with the workforce (and workers representatives where they exist), other stakeholders, business partners and supply chain colleagues to ensure that their safety and health management standards and practices meet or exceed the expectations of this policy.
- Identify and fulfil our compliance obligations, including under all legislation, standards and codes of practice, which are relevant to our business.
- Strive for continual improvement in safety and health performance, and publicly report our performance on a regular basis.
- Provide our employees with information on occupational health, health promotion, rehabilitation and wellbeing.
- Share this policy with employees, stakeholders, business partners and members of the public.
- Comply with client specific requirements including, but not limited to, occupational health, working hours and fatigue management.
- Analyse the causes of any nonconformance and take appropriate action to prevent recurrence.
- Enhance performance based upon behavioural programmes, observations, coaching and safety and health maturity tools.

Senior management will review this policy annually, or following a major operational or organisational change, and establish objectives and targets that are consistent with Kier's strategy. This policy will be communicated to all our employees and organisations working on our behalf, displayed at our offices, on our intranet, on our external website, and made available to interested parties.



**Andrew Davies**  
**Chief Executive**

For and on behalf of Kier Group plc

Last Reviewed: November 2021

Owner: Chief Executive Officer	Version: 4.0	POL-GR-001
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