

OCCUPATIONAL HEALTH AND SAFETY POLICY

December 2023

OUR COMMITMENT:

The Health, Safety and Security of our people and the solutions we deliver is our priority. Through our culture and the way we work with our colleagues, our clients and the public. By providing working environments that promote health and wellness with safe workplaces and by collaborating to pursue safer innovative solutions.

All our colleagues have responsibility for their own and others' health and safety. The CEO takes overall responsibility for 3S and ensures appropriate and competent resources are allocated to deliver and meet the aims of this policy and that it remains relevant and appropriate to the organisation. We have an established Safety Management System which is certified to ISO 45001: 2018 and, together with our Quality and Environmental management systems, forms our integrated Business Management System.

THE SYSTRA LIMITED MANAGEMENT BOARD IS COMMITTED TO:

- Take every necessary step to discharge, as a minimum, the duties laid down in Health and Safety Legislation and relevant Safety Standards.
- Ensure our policy reflects the health and safety values of our clients.
- Prevent accidents and cases of work-related ill health by managing the health and safety risks in the workplace, and ensure all accidents, incidents, close calls, near misses, and occurrences of damage are reported, investigated and sufficiently addressed.
- Ensure all our managers and colleagues design processes and systems of work which take account of health and safety; and are always properly supervised.
- Eliminate hazards and reduce 3S risks by using the hierarchy of controls and risk assessments.
- Set and monitor objectives for continual improvement of its integrated business management system and 3S performance.
- Provide clear instructions, information, and training to enable the safe performance of work activities, and to ensure colleagues and management are made aware of their 3S roles and responsibilities. This is supported by the SYSTRA Life Saving Rules.
- Using a safety culture measurement tool to assess the behaviours throughout our organisation; and operate a Behavioural Based Safety programme to support this process. Ensure adequate arrangements and facilities are maintained to enable our colleagues to raise issues on health and safety; and that our colleagues are consulted on matters relating to health, safety, and welfare.
- A fair and just culture that allows for individual error, whilst holding to account those who deliberately disregard rules or undertake unsafe acts applies.
- Ensure suitable finance and resources are made available to ensure that all necessary safety training, clothing, and equipment (PPE) is provided.
- **Worksafe statement** - Ensure colleagues are aware that they may refuse to carry-out any task which they feel is unsafe or is unreasonable to their health or safety without fear of disciplinary action.
- Promoting the general physical and mental health of the our people, investing in our Wellness@Systra programme.



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COLLEAGUE'S RESPONSIBILITY:

Colleagues must support management in discharging their responsibilities as detailed within this statement by ensuring that all activities are undertaken in a safe manner and do not allow hazardous situations to exist which may endanger themselves and others.

Worksafe statement - If you are requested to carry out any work that you consider is unsafe, stop and raise your concerns with your Supervisor/Line Manager.

This policy is communicated to all colleagues and organisations working for SYSTRA LIMITED – UK & IRELAND or on our behalf.

This policy is reviewed annually by the SYSTRA LIMITED - UK & IRELAND Management Board and is available to interested parties upon request.



Nick Salt

CEO

SYSTRA LIMITED - UK & IRELAND

December 2023

