

## SAFETY CULTURE COMMITMENT POLICY

December 2023

### OUR COMMITMENT:

This statement should be read in conjunction with SYSTRA LIMITED – UK & IRELAND’s Occupational Health & Safety (3S) Policy Statement.

This statement demonstrates SYSTRA’s commitment to developing a safety culture that gives the appropriate priority to deliver a healthier, safer, sustainable and secure world by being the signature team for transportation and infrastructure solutions. We want to be recognised as a team driven by our sense of accountability for 3S. Together with colleagues, partners and clients we can deliver a safer world through our projects.

The Health, Safety & Security of our people and our solutions is our priority.

To achieve this aim, we have developed a 3S Roadmap to enable continuous improvement and maintain a positive safety culture.

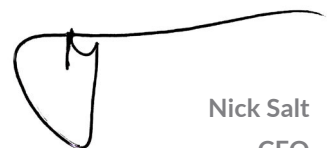
SYSTRA is committed to:

- The completion of an annual health & safety Maturity tool assessment
- Monitor progress against the 3S Roadmap in order to deliver on the vision
- Extensively use a Point of Work Risk Assessment Tool (Take Time)
- Implement our 3S Passport Behavioural Safety programme for the continuing development of our safety culture to assist our leaders in exhibiting the positive safety culture that we expect
- Develop and implement of a Behavioural Safety programme detailed within the annual objectives and plans for the continuing development of our safety culture
- Implement a Work Safe Policy which encourages individuals to raise health and safety concerns. This is supported by the use and promotion of our Life Saving Rules
- Implement a ‘Fair and Just’ assessment tool as part of our Close Call/Near Miss/Incident investigation process
- Providing workshops/training to our ‘leaders’ to assist them in exhibiting the positive safety culture that we expect
- Having a Health & Safety meeting structure that allows two-way effective communication and involvement

- Having recognised health and safety representatives across the business who are involved in the health and safety decision making process
- Actively engage in ‘Safety conversations’ during our day-to-day activities

To monitor compliance and effectiveness of these commitments, we will:

- Monitor and report on return rates of ‘Take Time’ risk assessments
- Reports trends and details of ‘Take Time’ feedback received
- Ensure ‘Take Time’ feedback is adequately reviewed and actioned, and the ‘initiator’ is fully engaged with the outcome
- Establish targets to ensure that the results of the health & safety Maturity assessments continue to improve on an annual basis
- Set annual objectives and targets in line with the results of the health & safety Maturity tool assessment as part of the 3S Roadmap
- Continually review the effectiveness of the health & safety meeting structure



Nick Salt  
CEO

SYSTRA LIMITED - UK & IRELAND

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