



Policy

# Safety, Health, Environment & Quality Policy Statement

Version 1.4 July 2025

Policy Reference: POL-SHEQ-001

**Safety, Health, Environment & Quality Policy Statement**

POL-SHEQ-001, Version 1.4 July 2025



**Our aim is to create a sustainable business in which continuous improvement and excellence is intuitive in everything we do, developing a motivated and engaged workforce that embraces the ideals of a learning organisation.**

We strive for first class performance in the fields of Safety, Health, Environment and Quality (SHEQ), through our strategic objectives relating to leadership, people and process. This includes causing no harm to our people, our supply chain partners, or our stakeholders, improving their wellbeing, preventing pollution, protecting and enhancing the environment and minimising rework and waste of all forms.

Our senior management teams are responsible for putting in place the organisation and processes to deliver this. We are committed to achieving this by;

- Meeting applicable legal requirements as a minimum.
- Following the Octavius Way in all that we do.
- Fully embracing our STOPThink! behaviours and principles at all times. Encouraging everyone to speak up when something is unsafe, or things could be done better. It is everyone's responsibility to challenge unsafe acts and influence changes in behaviour.
- Recognising the SHEQ risk(s) in every task we do, taking the time to evaluate, reduce and manage these risks safely and responsibly.
- Providing clear, visible and tangible leadership throughout the company and setting personal examples of our commitment to SHEQ.
- Being relentless in developing our learning organisation culture, recognising where we can do better, capturing data and information that we can use to measure and improve performance, with the participation and consultation of our people where possible. Making continuous improvement a core part of all that we do.
- Having an organisation and processes in place to ensure that we have people competent in SHEQ systems throughout the organisation.
- Working with our Customers, supply chain partners and peer groups to share learning and improve our SHEQ performance.
- Engaging with our other stakeholders and customers through an open-minded dialogue about the impacts of our activities to continuously improve our SHEQ performance.
- Complying with the requirements of National Highways Sector Schemes (NHSS) 10B (formally 2B and 5B)

In addition, we acknowledge climate change as a significant organisational issue and realise that adaptation is required to enhance our resilience. Our operations contribute to emissions through logistics, travel, energy and water use, procurement, waste, and the use of carbon-intensive materials like concrete and steel.

We are also exposed to climate-related risks, including extreme weather events that may disrupt construction programmes, impact safety, quality, and environmental performance, increase costs, and damage assets. Indirect effects may also arise through similar supply chain vulnerability. As such we have

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created a number of sustainability related objectives, which are available via our Business Plan and defined in our Sustainability Policy (POL-SHEQ-002).

This policy statement is implemented through the Governance & Assurance Manual, Quality Manual, the HSEQ Management System and the Objectives defined in our Business Plan.

We will be assured we are doing the right thing by using leading and lagging indicators, a Risk Management Maturity Model (RM3) and the introduction of Science Based Targets for Carbon, to monitor our progress against our established objectives and targets.

Through this commitment to excellence in leadership, engagement and learning we confirm to all our employees and stakeholders that we will always respect and care for them.

DocuSigned by:

*John Dowsett*

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